

# Taking Care of Your Own: Opening new doors to employee engagement

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Oct. 1, 2012

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Manager, Corporate Communications



**THE  
POWER  
TO KNOW®**

# About SAS

- Leader in business analytics software and services
- Largest independent vendor in the business intelligence market
- No. 1 on FORTUNE's "100 Best Companies to Work For" (2010, 2011), No. 3 (2012)
- No. 2 on Great Place to Work's inaugural list of the World's Best Multinational Workplaces (2011)



# SAS employee audience

- 13,000 employees, 400 offices, 56 countries
- Majority use a computer or smart phone on a daily basis to perform their jobs
- Most common job at SAS: software developer
- Most employees have a good comfort level with technology
- No print communications for employees



# The outside world offers clues

- Collaborative environment (Facebook)
- Real-time news approach (Twitter)
- Eye-witness and amateur video (YouTube)
- News and information filters, subscription features (Google Reader)
- Optimized search (Google)
- Pinterest (photos)



# Three ways we engage our workforce

## 1. Provide space and purpose for employees to:

- Learn
- Connect
- Express opinions
- Share resources and ideas

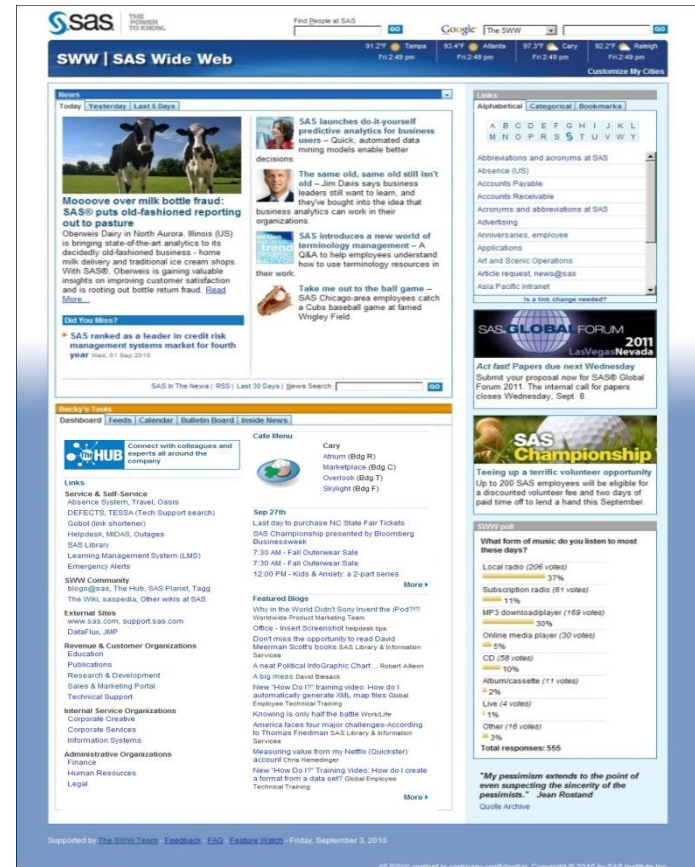
## 2. Give them something to talk about

## 3. Trust them ... and have some fun



# SAS Wide Web intranet home page

- Showcases need-to-know company info
- Spotlights employees
- Invites employee-generated content and feedback
- Surprises, unexpected elements
- Home page: PHP, MySQL
- Team of 10 Internal Communications, 2.5 IT





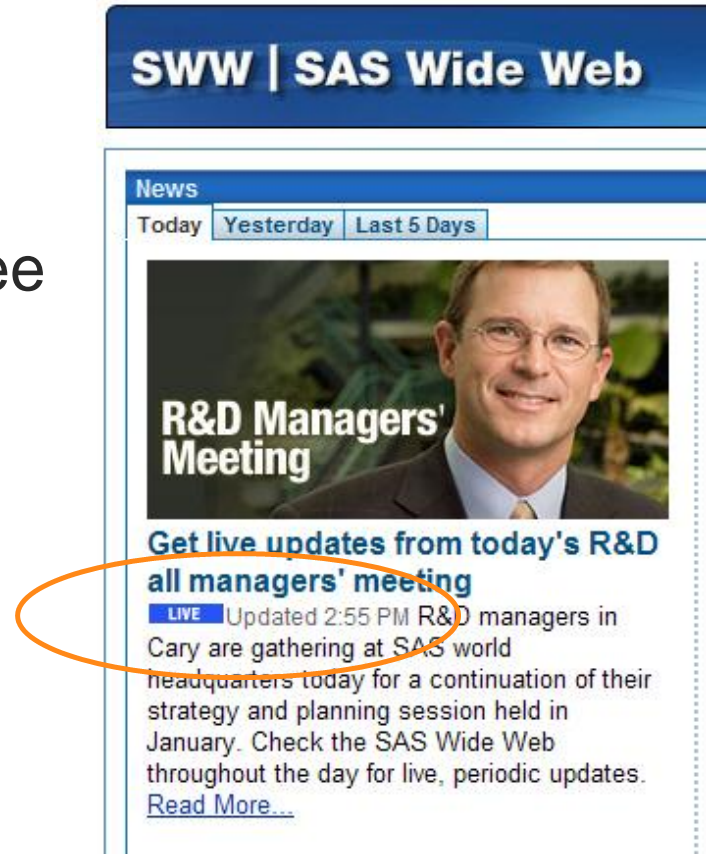
# SAS Wide Web intranet home page

- Real-time company news with comments
- Customized news feeds
- Social networking platform
- Internal blogging
- Interactive polls/quizzes

The screenshot displays the SAS Wide Web intranet home page. At the top, there's a navigation bar with the SAS logo, a search bar, and weather updates for various locations. The main content area is divided into several sections. On the left, there's a 'News' section with a featured article titled 'Move over milk bottle fraud: SAS puts old-fashioned reporting out to pasture'. To the right of the news, there's a 'Links' section with a list of links categorized by letter. Below the news, there's a 'Calendar' section with a 'Bulletin Board' and a 'SAS HUB' section. The right sidebar contains a 'SAS Global Forum 2011' announcement, a 'SAS Championship' poll, and a 'What form of music do you listen to most these days?' poll. The bottom of the page has a footer with support links and copyright information.

# Real-time news coverage

- Global news refreshed daily
- Combination of corporate happenings, events, employee spotlights, media highlights
- Live stories





# Real-time news coverage

- Newsroom model
  - On-site reporter
  - Web editor
  - Real-time reports
  - Users subscribe to receive email updates

RECEIVE E-MAIL UPDATES ABOUT THIS STORY

The screenshot shows the SAS news website interface. At the top, there's a navigation bar with 'news@sas' and a search bar. Below the header, the article title 'Technology Connection: We're set to change the world' is prominently displayed and circled in orange. The byline reads 'BY KAREN LEE AND KIM DARNOFALL, INTERNAL COMMUNICATIONS' and the date is 'Last updated 2:21 pm, April 05, 2011'. The article text begins with 'Thirty-five years ago, SAS changed the world of computing when it opened its doors for business in Raleigh, North Carolina.' and continues with 'A lot has happened in 35 years, but one thing remains the same: SAS is still changing the world of computing, with its powerful combination of data management and high-performance analytics.' The bottom of the article snippet mentions a quote from SAS Senior Vice President and Chief Technology Officer Keith Collins. On the right side, there's a 'STORY HIGHLIGHTS' section with bullet points: 'SASware® Ballot with Annet', 'Trends in Technology with K', and 'Demos with Mark Torr'. Below this, there's a 'Techno Connect gallery' section with a video thumbnail showing a person speaking at a podium.

SAS Home

Google™ Search the SAS

news@sas

Published April 5, 2011

**Technology Connection: We're set to change the world**

BY KAREN LEE AND KIM DARNOFALL, INTERNAL COMMUNICATIONS  
Last updated 2:21 pm, April 05, 2011

STORY HIGHLIGHTS

- SASware® Ballot with Annet
- Trends in Technology with K
- Demos with Mark Torr

RECEIVE E-MAIL UPDATES ABOUT THIS STORY

Thirty-five years ago, SAS changed the world of computing when it opened its doors for business in Raleigh, North Carolina.

A lot has happened in 35 years, but one thing remains the same: SAS is still changing the world of computing, with its powerful combination of data management and high-performance analytics.

"We're set to change the world," SAS Senior Vice President and Chief Technology Officer Keith Collins said in remarks delivered at the Technology Connection, at the start day two of SAS® Global Forum in Las Vegas, Nevada.

Techno Connect gallery

# Compelling articles spotlighting employees

- Q&A series focused on the people behind the profession:
  - On the Side
  - On the Stage
  - In the Game
  - On the Job
  - All in the Family
  - Employees in Service

SWW Home Google Search the SWW Advanced Search GO

**news@sas** sas THE POWER TO KNOW.

Published July 7, 2011 Contact E-mail this page

**On the Job: Jim Utley, CEO Award of Excellence winner**

**STORY HIGHLIGHTS**

- Manages scenic designers
- Plans and installs scenery for SAS events
- He has always wanted to work at SAS

**What do you do?**

I manage a very creative group of scenic designers. We plan, create and fabricate the amazing scenery that is used by SAS around the world. In addition to large shows, we work on smaller, more intricate projects such as custom furniture for campus buildings.

We feel that we provide a service which ensures that SAS has complete control over the design and fabrication process that can only come from this type of in-house work. I also personally plan and install scenery for campus events such as The Service and Support Fair, The Education Fair and the 35th Anniversary gala. I consider these shows to be some of my most rewarding responsibilities.

**What's the most interesting part of your job?**

Creative inspiration is the most interesting part of my job, and it comes from the most unusual places. For instance, I enjoy reconfiguring or reusing obsolete scenic elements in a new way. This approach makes SAS clients very happy, especially when they learn that their projects look great and were often under budget.

**What aspect of your job do you like best?**


Surprising people with better-than-expected results. I leave work every day knowing that they received the best that my group could provide.

**Which one of the company's five core values is most important in the work you do?**

Trustworthiness: worthy of confidence. This characteristic takes many years to develop, but the time invested is worth the effort, especially when anxious clients say to me, "I'm not worried about your part because I know that what you deliver will be great!"

**What is your fantasy job?**

I want to be the most sought-after, rock show scenic designer on the planet!



**Jim Utley**

**JOB TITLE**  
Scenic Design Manager

**DIVISION/DEPARTMENT**  
CSD/Art and Scenic Operations

# Compelling articles spotlighting employees

## ■ Unexpected employees

**On the Job: Willie the Seeing Eye Dog**

**What do you do?**  
I'm a Seeing Eye Dog. I help Software Development Manager Ed Summers get around in Building R without breaking his neck.

**What would employees be surprised to learn about the job you perform?**  
I go everywhere Ed goes. That includes planes, trains, taxis, restaurants, Disney World, camping, hiking and sailing. We're a team and we stick together!

**What's the most interesting part of your job?**  
I love conferences! Ed goes to conferences for blind guys. That means there are lots of other Seeing Eye Dogs.

When the blind guys aren't paying attention we get to sniff one another and swap war stories. It's a real blast!

**What aspect of your job do you like best?**  
I love lunch. Sometimes, I find little pieces of food on the floor in the cafeteria and I can grab them quickly before the blind guy catches me. If you see me do it, please don't blow my cover.

**Because of what I do, SAS . . .**  
... doesn't have to spend as much money cleaning the floors in the cafeterias.

**Which one of the company's five core values is most important in the work that you do?**  
Well, it is definitely not Approachable. I'm a Seeing Eye Dog and you're not supposed to pet me when I'm working.  
I think Swift and Agile would be a good fit because Ed loves to move fast.

**STORY HIGHLIGHTS**

- Willie guides seeing
- Willie is Trustworthy
- Willie loves SAS cor

**This story**  
E-mail to a co  
Contact the e  
Receive e-ma  
Like 1



**Which one of the company's five core values is most important in the work that you do?**

Well, it is definitely not Approachable. I'm a Seeing Eye Dog and you're not supposed to pet me when I'm working.

I think Swift and Agile would be a good fit because Ed loves to move fast.

However, I think Trustworthy is the best fit for me because my primary job is to keep Ed safe.

**What's the best thing about working at SAS?**

The best thing about working at SAS is all my adoring fans. Especially the kids from Buildings I and K. Every time I walk by they line up at the fence and call my name. It makes me feel like a superstar. I love that!

# Compelling articles spotlighting employees

- Resource-friendly formats based on series of questions
- Simple to prepare and publish
- Employee provides required photos

## *On the Job* questions

1. What do you do?
2. What would employees be surprised to learn about the job you perform?
3. What's the most interesting part of your job?
4. What aspect of your job do you like best?
5. Because of what I do, SAS ...
6. Which one of the companies five core values is most important in the role you perform?
7. Memorable moments?
8. Talk about how a SAS colleague or mentor has influenced your career.
9. What is your fantasy job?
10. What is the best thing about working at SAS?

# Compelling articles spotlighting employees

- Self-generating
- Draw to intranet news

## On the Stage

On the Stage articles allow employees to explore the on-stage talents of their colleagues from all around the world who participate in musical concerts, drama productions or dance performances.

Tell us about what you do. [Make your own On the Stage submission.](#)

Know someone who you think should be featured in an On the Stage article? [Submit his or her name for consideration.](#)

**news@sas** THE POWER TO KNOW

Published August 11, 2011 [Contact](#) [E-mail this page](#)

### On the Stage: Sarah Biddle

**What's your talent?**  
I play the violin.

**When did your performing days begin?**  
My first violin lesson was when I was nine years old, in the fourth grade.

**Where do you perform?**  
I perform with the Raleigh Civic Symphony, a symphony comprised of North Carolina State University students and community players who audition to perform with the ensemble.

I've played with this symphony since my collegiate years at North Carolina State University.

**What do you enjoy the most about performing?**  
I just love being on stage and performing. I always have!

**Memorable stage moments?**  
Playing in a concert for the first time with a violin my Dad designed and built for me.

My family has a Christmas Eve tradition, where we make a gift for another family member each year. My Dad is in charge of the "make-a-gift wheel of names," so he knew ahead of time that he would have my name in the next few years. He secretly began researching violin styles, materials, and craftsmanship. Over the course of three years, he designed and created the most beautiful violin for me, based on a Stradivarius design. He presented it to me on Christmas Eve in front of our extended family. Everyone knew he was working on this project for three years, except me! He managed to keep this huge project a secret!

**Sarah Biddle**  
JOB TITLE: Analyst Relations Manager  
DIVISION/DEPARTMENT: Alliances and Product Marketing/Analyst Relations  
YEARS AT SAS: 9

**On the Stage**  
On the Stage articles allow employees to explore the on-stage talents of their colleagues from all around the world who participate in musical concerts, drama productions or dance performances.

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**Recent Stories**

- Today: Jim Goodnight to host Executive Update webcast
- DataFlux honors 'Data Steward of the Year'
- IndustryWeek: Inventory Optimization: Win the War by Enhancing ERP and SCM Systems with Analytics
- Healthy aging: It's not an oxymoron

**Report It!**  
Send us your news photos, videos, tips and story ideas.



# Compelling articles spotlighting employees

- Timely and relevant
  - Veteran's Day, Armistice Day
  - Earth Week
  - Education Week

## *Employees in Service* questions:

1. What branch of the Armed Services were/are you a member?
2. Where were you stationed (if applicable)?
3. What important skills did you learn from the military?
4. What was the most challenging part about serving in the military?
5. What made you decide to join the military?
6. What is your most memorable experience?
7. What is the biggest similarity and/or difference between working a SAS and your military job?

news@sas

sas THE POWER TO KNOW

Published November 8, 2011

Contact E-mail this page

### Employees in Service: Brian Biery

**STORY HIGHLIGHTS**

- Documentation Specialist Brian Biery
- Served in the United States Army

**What branch of the Armed Services were/are you a member?**

United States Army

**Where were you stationed (if applicable)?**

Fort Dix, New Jersey  
Hunter Army Airfield, Savannah, Georgia  
Phu Lam, Vietnam (near Saigon)

**What important skills did you learn from the military?**

I learned how to deal with and appreciate people whose culture and language were so far removed from what I was used to here in the United States.

I also learned how to get along with my fellow soldiers. In civilian life, we typically work in an environment in which many of us have similar life and college experiences. Serving with fellow soldiers from very diverse socio-economic and educational backgrounds made me realize that there are all kinds of "normal" in this world and it helped me value other people's experiences and opinions and learn from them.

**What was the most challenging part about serving in the military?**

Being separated from my family and being in a combat zone! A tour of duty in Vietnam was typically one year. With a two-year enlistment, you would normally be given a two-month notice that you were being sent to "Nam" so you would have time to get your affairs in order.

Since I was not notified about being deployed in the normal timeframe, we assumed I'd finish my enlistment in Savannah, GA. My wife was seven months pregnant with our first child when I got on the plane to go to Vietnam. That day was one of the most difficult days of my life.

**What made you decide to join the military?**


Well, I really had no choice - I was drafted after four years of college and one year at IBM. My father was in the US Army Air Force in WWII, and I always was proud of him and his service and I felt it was my duty to serve my country if called upon.

**What is your most memorable experience?**

I had two memorable experiences. First and foremost was returning home from Vietnam after seven and a half months and seeing my wife again and our five-month old daughter for the first time!


The second was a combination of the first day I landed in Vietnam and my last day in the country. I arrived in my tropical jungle uniform, prepared to go wherever I was needed somewhere in the country. There were hundreds of military personnel in their class A uniforms who were finishing their tour of duty, waiting to get on the plane. I had just arrived on to go home. I immediately had this feeling that it would be wonderful to be in their place, waiting to leave on the "freedom bird" as we called it. I was very fortunate to do so when my tour of duty ended.

**What is the biggest similarity and/or difference between a civilian job & a military job?**



**Employees in Service: Brian Biery photo gallery**

[Click here to view the full slideshow](#)



**Brian Biery**



# Employee-generated news

- Employees use the “Report it!” button on all news articles to share photos and videos or to request a news spotlight on a colleague or event

A screenshot of a news@sas article titled 'Five ways to get the most from The Series - Orlando' by Chad Austin, Internal Communications. The article is dated September 20, 2011. It describes 'The Series - Orlando' as a forum for public and private organizations to harness analytics. It mentions networking opportunities, keynote addresses, and panel discussions. A photo shows three men in suits networking. The article also lists 'Talking Points', 'Thought Leadership Lunches', and 'Roundtable Discussions'. On the right, there are 'Story Highlights' and 'Also in Orlando: Analytics 2011'. At the bottom right, there is a 'Report It!' button graphic, which is circled in orange. An orange arrow points from this button to the 'Report It!' button graphic in the separate image block to the left.

news@sas

Published September 20, 2011

Contact E-mail this page

### Five ways to get the most from The Series - Orlando

BY CHAD AUSTIN, INTERNAL COMMUNICATIONS

Help attendees at [The Premier Business Leadership Series](#) (The Series) event in October make the most of their conference experience. And if you know of customers and prospects who would benefit from the event, there is still time to invite them via the [1-to-1 email invitations](#) available on the [internal event website](#).

[The Series - Orlando](#), a forum designed to help senior executives from public and private organizations harness the power of analytics, is scheduled for Oct. 25-27 at the Grande Lakes Resort. Registration for the event is complimentary.

In addition to keynote addresses and panel discussions from leading thought leaders like former US Secretary of State Gen. Colin Powell, best-selling business author Jim Collins, strategy expert and Dartmouth College Business Professor Vijay Govindarajan and others, attendees have the opportunity to customize their conference agenda. Here's how.

#### Talking Points

Add value for customers and drive business for SAS by scheduling a Talking Points meeting for attendees. Talking Points meetings are private, one-on-one meetings between event attendees and SAS experts or existing SAS customers.

To schedule a meeting, follow the [steps described online](#) and fill out the [Talking Points request form](#). Questions may be directed to Senior Associate Customer Reference Manager [Kendra Bessette](#).

#### Thought Leadership Lunches

Thought Leadership Lunches give attendees the opportunity to discuss market trends and business challenges with conference speakers in a more intimate setting.

Tom Davenport, Research Director at the International Institute for Analytics and author of [Analytics at Work](#), will host the lunch on Wednesday, Oct. 26. Govindarajan will host the lunch on Thursday, Oct. 27.

Preregistration is required for the lunches, and each session is limited to 25 participants. Those wishing to attend a Thought Leadership Lunch can modify their current conference registration. Seats are filled on a first-come, first-served basis.

#### Roundtable Discussions

Hosted by SAS experts, [Roundtable Discussions](#) address how to overcome business challenges in a variety of industries and markets. Topics and areas covered include customer intelligence, fraud, high-performance computing, hospitality and gaming, small

#### STORY HIGHLIGHTS

- The Series - Orlando coming up in October
- Number of special sessions available for attendees
- Still time to invite customers and prospects

#### Also in Orlando: Analytics 2011

The [Analytics 2011 Conference](#) combines the power of SAS' M2010 Data Mining Conference and F2010 Business Forecasting Conference into one conference covering the latest trends and techniques in the field of analytics. Customers will learn from the [brightest minds in the field of analytics](#) and join hundreds of [analytics practitioners](#) Oct. 24-25 at the [Grande Lakes Resort](#) in Orlando, Florida.

The [conference agenda](#) has been finalized, mapping out the schedule of authoritative speakers, keynote addresses, case studies, technical presentations, breakout sessions and hands-on training. Attendees will explore topics such as data mining, forecasting, text analytics, fraud detection, data visualization, predictive modeling, data optimization, operations research, credit scoring and more.

This inaugural conference offers attendees some [new opportunities](#) that have not been featured at previous Data Mining and Forecasting Conferences, including some special workshops from the Accenture SAS Analytics Group and a Fun Run for conference participants.

Visit the [Analytics 2011 internal website](#) for recruiting resources, including a 1-to-1 invitation. Please contact [Carmie Vetter](#) with questions or requests for more information about Analytics 2011.

#### Recent Stories

- Today: Jim Goodnight to host Executive Update webcast
- DataFlux honors 'Data Steward of the Year'
- [IndustryWeek](#): Inventory Optimization: Win the War by Enhancing ERP and SCM Systems with Analytics
- [Healthy Analytics](#) presentation

**Report It!**  
Send us your news photos, videos, tips and story ideas.

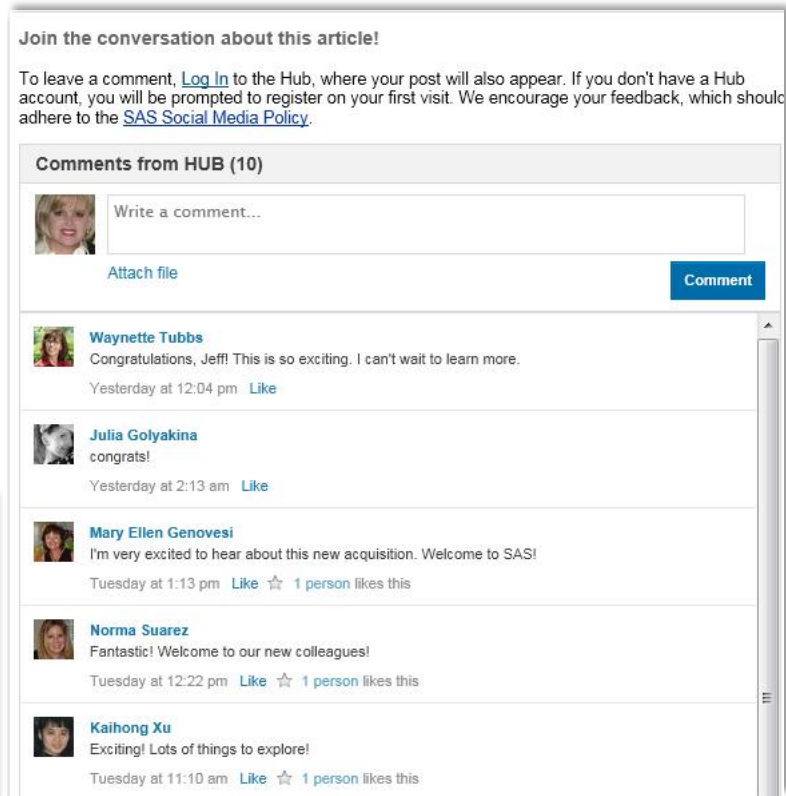
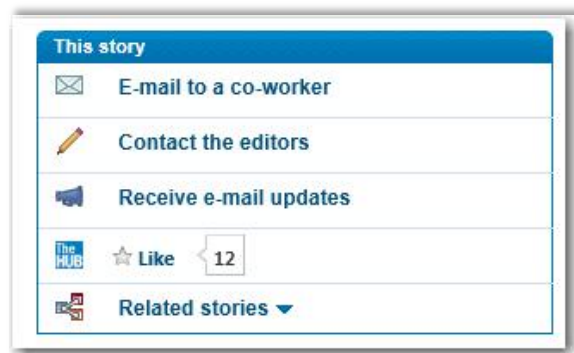
# Employee-generated news

- “Report it!” leads to a simple form, making it easy for employees to upload content

The screenshot displays the 'iNeed by SAS IT Engineering' web interface. On the left is a navigation menu with categories like 'All Items', 'Computers', 'Conferencing', 'Email and Groups', 'Meeting Event Planning', 'Print, Copy, Scan, Fax', 'Problems/Other', 'Services', 'Software', 'Telephones', 'Wireless and Mobility', and 'Working Off Campus'. The main content area is titled 'CorpCom Requests' and features a section 'Do you have news, photos, video or links we should know about? Report it!'. Below this, there is a form to 'Submit a news story to CorpComm'. The form includes a 'Primary Customer \*' field with the value 'sasbgr (Becky Graebe)' and an 'Edit' link. A note states 'Employee must have a userid to validate.' Below this is an 'Add Interested Parties' field with a 'Validate' link and a 'Show more options' link. Another note states 'Employee must have a userid to validate.' The form also has a section 'I have information about:' with a dropdown menu. The dropdown is open, showing options: 'an upcoming event or opportunity' (selected), 'an upcoming event or opportunity', 'an experience you won't believe', 'an interesting job', 'a fascinating hobby or pastime', 'a volunteer spirit', 'a child previously enrolled in SAS child care', 'a great story idea', 'SAS 35th anniversary', and 'Corporate announcement'. At the top right of the page, there are links for 'Admin', 'Test', 'Suggest Enhancement', 'Problem with this page?', and 'Help', along with a shopping cart icon showing '(1)' items.

# Comments and opinions welcome

- All internal news articles and blogs include comments
- Not anonymous
- Post immediately



# Comments and opinions welcome

- News article and social networking platform integration



**NEWS @ SAS** SWW News@SAS

**Discover. Lead. Solve.**

SAS makes an impact on high-schoolers who visit campus (STEM). Who knows? They may one day be working here.

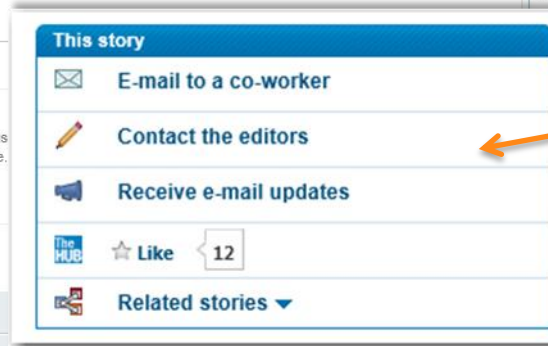
#stem  
Page on sww.sas.com

Like Comment Monday at 9:49 am from Reach  
Hide discussion 2 1

★ Alli Soule likes this

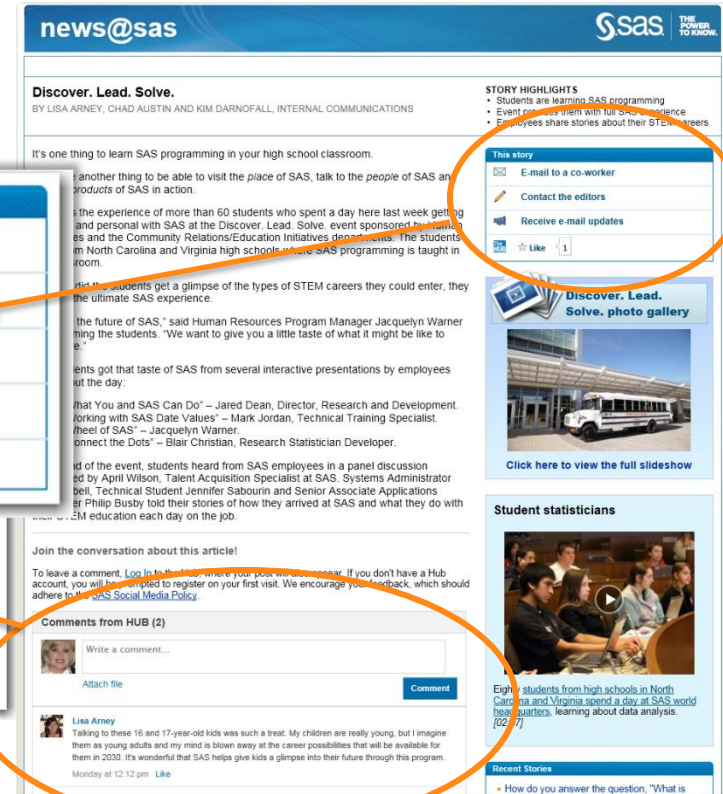
**Alli Soule**  
Guys, great piece -- the video is really exceptional too. Nice job!  
Monday at 9:49 am Thank Like

**Lisa Arney**  
Talking to these 16 and 17-year-old kids was such a treat. My children are really young, but I imagine them as young adults and my mind is blown away at the career possibilities that will be available for them in 2030. It's wonderful that SAS helps give kids a glimpse into their future through this program.  
Monday at 12:12 pm Thank Like



**This story**

- E-mail to a co-worker
- Contact the editors
- Receive e-mail updates
- Like 12
- Related stories ▼



**news@sas** sas THE POWER TO KNOW

**Discover. Lead. Solve.**

BY LISA ARNEY, CHAD AUSTIN AND KIM DARNOFALL, INTERNAL COMMUNICATIONS

It's one thing to learn SAS programming in your high school classroom.

Another thing to be able to visit the place of SAS, talk to the people of SAS and see the products of SAS in action.

The experience of more than 60 students who spent a day here last week getting hands-on with SAS at the Discover. Lead. Solve. event sponsored by SAS and the Community Relations/Education Initiatives departments. The students from North Carolina and Virginia high schools where SAS programming is taught in the classroom.

And the students get a glimpse of the types of STEM careers they could enter, they the ultimate SAS experience.

"The future of SAS," said Human Resources Program Manager Jacquelyn Warner to the students. "We want to give you a little taste of what it might be like to work at SAS."

Students got that taste of SAS from several interactive presentations by employees at the day.

"What You and SAS Can Do" – Jared Dean, Director, Research and Development, working with SAS Data Values – Mark Jordan, Technical Training Specialist. "The Future of SAS" – Jacquelyn Warner. "Connecting the Dots" – Blair Christian, Research Statistician Developer.

And of the event, students heard from SAS employees in a panel discussion led by April Wilson, Talent Acquisition Specialist at SAS. Systems Administrator, Technical Student Jennifer Sabourin and Senior Associate Applications Developer Philip Busby told their stories of how they arrived at SAS and what they do with SAS.

Join the conversation about this article!

To leave a comment, Log in to the HUB where you post your comments. If you don't have a Hub account, you will be prompted to register on your first visit. We encourage you to check back, which should adhere to the SAS Social Media Policy.

**Comments from HUB (2)**

Write a comment...

Attach file Comment

**Lisa Arney**  
Talking to these 16 and 17-year-old kids was such a treat. My children are really young, but I imagine them as young adults and my mind is blown away at the career possibilities that will be available for them in 2030. It's wonderful that SAS helps give kids a glimpse into their future through this program.  
Monday at 12:12 pm Like

**STORY HIGHLIGHTS**

- Students are learning SAS programming
- Event provides them with full SAS experience
- Employees share stories about their STEM careers

**This story**

- E-mail to a co-worker
- Contact the editors
- Receive e-mail updates
- Like 1

**Discover. Lead. Solve. photo gallery**

Click here to view the full slideshow

**Student statisticians**

Eighty students from high schools in North Carolina and Virginia spend a day at SAS, world headquarters, learning about data analysis.

**Recent Stories**

- How do you answer the question, "What is



# Encourage interaction in fun, easy ways

- Get employees comfortable sharing ideas and opinions with low-key, interactive elements

SAS Home

news@sas

## You tell us: What was your first job?

Life is pretty good working for a No. 1 FORTUNE ranked company, but it's not always easy to get the most out of it.

### Today's stories

- A glimpse into the future
- Lori Schafer elected to the National Retail Federation Board of Directors
- Aim high to ensure growth
- Welcome home, SAS Poland

It may not have been the most glamorous position, or one problem-solving abilities you count on today. But most of our first jobs: it was memorable. In some crazy way, all of the paths to other positions and people, which eventually led to SAS. So let's learn a little about the diverse background: You tell us: What was your first job?

- 304 - DisneyWorld ticket seller at main gate - [dli](#)
- 303 - Assistant at a retirement home - [gabake](#)
- 302 - Installing trailer hitches - [sashd](#)
- 301 - USO Asst. Staff Aide during Vietnam War
- 300 - Installing trailer hitches - [sashd](#)
- 299 - Vacuuming hallways @ apartment complex
- 298 - Handling tobacco to loopers - [sashd](#)
- 297 - Waitress at Shoney's - [sashd](#)
- 296 - Park attendant, Universal Studios Tour - [s](#)
- 295 - Family's Dairy Farm - [enlha](#)
- 294 - clothing sales @ Belk in Wilmington NC - [sashd](#)
- 293 - First mate on a dinner cruise ship - [sashd](#)
- 292 - Janitor at a construction company office - [sashd](#)
- 291 - Washing dishes - small family restaurant - [sashd](#)
- 290 - Wrapping Christmas presents at Belk - [sashd](#)
- 289 - Ponderosa Salad Bar Stocker - [sashd](#)
- 288 - Beer taster for a brewery - [sashd](#)
- 287 - Pufferjoes (Tiny Pancakes) baker - [enlha](#)
- 286 - Working on my Grandfather's farm - [sashd](#)
- 285 - Babysitting & mowing lawns - [sashd](#)
- 284 - JC Penney Auto Center - [sashd](#)
- 283 - Caddy at a golf course - [sashd](#)
- 282 - worked at a local bakery - [sashd](#)
- 281 - ice cream scooper - [sashd](#)
- 280 - Install and repair water meters - [sashd](#)
- 279 - Cook at Golden Skillet in high school - [sashd](#)
- 278 - Washing trucks 16 hrs 1st day Xmas eve
- 277 - Slicing Roast Beef - MCL Cafeteria 1978 - [sashd](#)
- 276 - Pickin' cotton for 50 cents/day - [sashd](#)
- 275 - Work Study Student @ Wake Tech! - [sashd](#)
- 274 - Delivery Driver at Longmeadow Flowers - [sashd](#)



What one idea would you put forth to improve the overall SAS customer experience?

- Give AEs additional every sale that becomes Customer Reference
- Require every member part in at least 1 so implementation even

You tell us ▶  
See more responses ▶



What was your first job?

- DisneyWorld ticket seller at main gate
- Assistant at a retirement home
- Installing trailer hitches



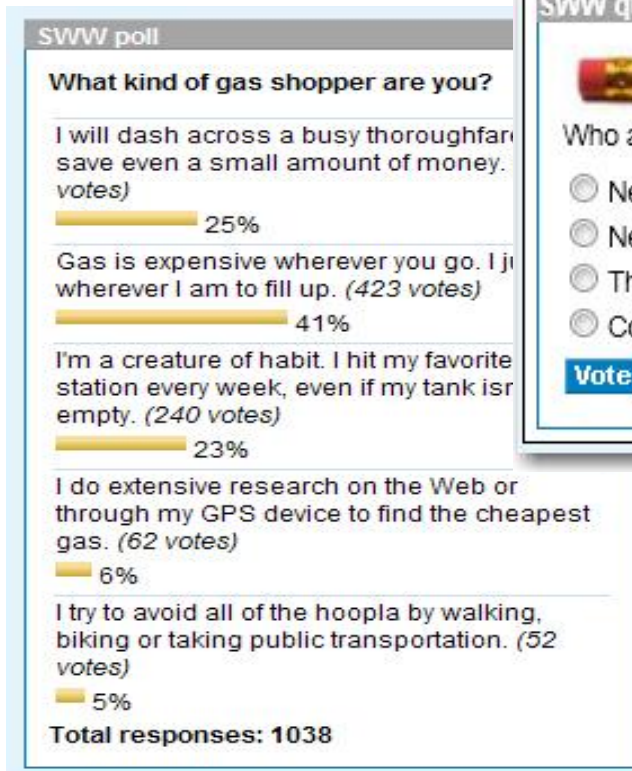
If you could use one of the devices Steve Jobs inspired to send him a direct text message today, what would it say?

- be hungry, be foolish - agreed!
- I have an app for that pearly gate list!
- Are you creating iHeaven?
- Are there iPods in heaven?
- Tell me: what's NeXT?


You tell us ▶  
See more responses ▶

# Encourage interaction in fun, easy ways

- Polls
- Quizzes



**SWW quick poll**



Who are you rooting for in the Super Bowl?

☐ New England Patriots.

☐ New York Giants.

☐ The commercials.

☐ Couldn't care less.

**Vote**

**Test Your Knowledge**



SAS has been used for all of the following purposes, except:

☐ Preserve Australia's Great Barrier Reef

☐ Monitor the Hubble Space Telescope

☐ Determine the Identity of the Unknown Soldier

☐ Predict the XLV Super Bowl Champion

**Pick**



# Encourage interaction in fun, easy ways

- Variety of business content and fun



Bite-size nuggets of high-performance analytics info to read and share!

**What's the big deal?**  
Get schooled on Visual Analytics and find the opportunities hidden in #bigdata.  
<http://bit.ly/LLSBuU> #SAShpa



**YOU TELL US**

**What are your bad habits?**

- ▶ interpreting the symbolism of everything that happens
- ▶ chocolate. No, that was last week. Chocolate's on the "good for you" list this week.

**You tell us ▶**  
**See more responses ▶**

## news@sas








Published July 23, 2012

### SAS executives reveal their bad habits

BY LISA ARNEY, INTERNAL COMMUNICATIONS

None of us likes to admit we have bad habits, but everyone has at least one. In this week's Name that Executive game, we get a little bolder and ask our leadership team what behaviors they would rather not admit to. Can you guess who said what?

**Question: What are your bad habits?**

	1. Radhika Kulkarni	Candy	✗	Worrying about details
	2. Emily Wallace	Worrying about details	✗	Chocolate and wine!
	3. Gene Gsell	Procrastinating	✓	
	4. Chris Byron	Stretching my neck in public	✓	
	5. John Boswell	Impatience	✓	
	6. Karen Terrell	Chocolate and wine!	✗	Candy
	7. David MacDonald	Always switching the subject	✓	

**Score: 57%**  
[Check answers](#)


# Encourage interaction in fun, easy ways

- Photo, video galleries


Frosty photos

Click on a thumbnail to view image. If arrows appear, use them to scroll through thumbnails.

Contact



Click large image to see next image.



**First class sledding**


Development Tester Raj Patel didn't have sleds or cardboard for his kids, so he improvised by with a hard shell suitcase. "Not the fastest," he admitted, "but perfect for little ones."

*Photo by Raj Patel, Cary*


Frosty photos

Click on a thumbnail to view image. If arrows appear, use them to scroll through thumbnails.

Contact



Click large image to see next image.




**Caroline and her stylish snowwoman**

Business Development Manager Don Minnick's daughter Caroline has an eye for style when it comes to creating her snowwoman in Cary.

*Photo by Don Minnick, Cary*

# Encourage interaction in fun, easy ways

- Contests



**Video Contest**

**Presenting...the first SAS Employee Video Contest finalists!**













Take a look and cast your vote for top honors. You'll have until March 5 to decide which one is your favorite.

Gallery

SAS Employee Photo Contest

Keyword Album: N

first previous next last

 <p><b>Spiti Valley</b> Spiti Valley Date: 07/16/2006 Views: 72 Keywords: N</p>	 <p><b>Lake Crabtree</b> After the Rain Date: 10/24/2009 Views: 112 Keywords: N</p>	 <p><b>The Moon.</b> The Moon. Date: 03/05/2010 Views: 55 Keywords: N</p>
 <p><b>Hummingbird</b> Enjoying the Sweet Nectar Date: 07/30/2009 Views: 102 Keywords: N <a href="#">View Panorama</a></p>	 <p><b>Nature's Puzzle</b> No man-made puzzle can beat this one from Mother Nature. Purely organic and magical. Date: 05/22/2010 Views: 67 Keywords: N</p>	 <p><b>Show of Leadership and Perseverance</b> This macro shot of a cricket epitomizes perseverance and leadership anchored in hope. Despite the struggles, one can still reach the top of success. Date: 10/31/2008 Views: 46 Keywords: N</p>
 <p><b>Lupin</b> Lupin in Iceland Date: 06/22/2009 Views: 36 Keywords: N</p>	 <p><b>dusk or dawn!! guess</b> Guess what....dusk or dawn? Date: 06/04/2010 Views: 111 Keywords: N</p>	 <p><b>Tulips in Seattle</b> "Tulips in Seattle" - Fort Vernon WA Tulip Festival April 2010 Date: 04/15/2010 Views: 83 Keywords: N</p>
 <p><b>Painted Desert Beauty</b></p>	 <p><b>the bee and the flower</b> the bee and the</p>	 <p><b>The Real Marlboro Country</b> Monument Valley, Utah - in the afternoon <a href="http://www.utah.com/monumentvalley/">http://www.utah.com/monumentvalley/</a></p>

# Internal blogging expands interaction and knowledge

- Any employee may blog internally
- More than 800 blogs (600 active)
- Searchable, archived content

Becky Graebe's personal blog  
My blog on the SWW...

  
Edit

Calendar  
September '10  
MON TUE WED THU FRI SAT SUN  
1 2 3 4 5  
6 7 8 9 10 11 12  
13 14 15 16 17 18 19  
20 21 22 23 24 25 26  
27 28 29 30  
Edit

Archives  
• September 2010  
• August 2010  
• July 2010  
• Recent...  
• Older...  
Edit

Friday, August 20, 2010  
Buying and selling on the SWW Bulletin Board



I'm happy to announce that I survived the SWW Bulletin Board Yard Sale at last week's Employee Services and Support Fair, and thanks to Jim Utley and team we didn't get rained out.

In addition to moving a few items to the "SOLD" category, we also learned that a lot of employees didn't know about some of the nifty features of the Bulletin Board. Some - *cue the collective gasp* - didn't even know it existed.

I'm working on an SWW article to help point out some of those features (simple posting, favorites, watch lists, location, etc.) to new and seasoned Bulletin Board users.

In addition to the functionality, it would be great to include some of your unique Bulletin Board experiences: how it makes your life a little easier, how you have used it to buy or sell a unique item, why you feel it is safer to deal with SAS employees and friends over other online exchange networks, tips for creating a successful listing. With more than 106,000 items posted, there are bound to be some great stories out there.

Leave your stories in the comments below, or e-mail me directly if you prefer.  
Posted by Becky Graebe at 17:27 | Comments (4) | Trackbacks (0) | Edit entry

Syndicate This Blog  
•  RSS 0.91 feed  
•  RSS 1.0 feed  
•  RSS 2.0 feed  
•  ATOM 0.3 feed  
•  ATOM 1.0 feed  
•  RSS 2.0 Comments  
Edit

Blog Administration  
Open administration  
Edit

Speaker  
SPEAKER  
The Role of Communications in Creating Best Places to Work  
October 6-8, 2010  
Edit



# Internal blogging expands interaction and knowledge

- Idea/content sharing
- Immediate and open feedback
- Timely and relevant


## Chews Strategically

Bytes of Wisdom from HCC Nutrition

Wednesday, May 9, 2012

What Goes Up - Must Come Down!


### May is National High Blood Pressure Education Month



Did you know that 1 in 3 American Adults have high blood pressure?

According to the National Heart, Lung, and Blood Institute Health Information Center, this year's theme highlights the threat of uncontrolled hypertension:

**"If Your Blood Pressure Is Not Lower Than 140/90, Ask Your Doctor Why?"**



Hypertension or High Blood Pressure can be called the silent killer because for many, they do not know that their blood pressure is high. Uncontrolled blood pressure can lead to blindness, heart disease, kidney disease, and stroke. The guidelines for a healthy blood pressure reading are now less than 120 mm Hg for the systolic pressure and less than 80 mm Hg for the diastolic. A higher blood pressure suggests the need for intervention. The good news is that lifestyle management can reduce blood pressure in many cases. Lifestyle

#### CALENDAR

May '12

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

#### QUICKSEARCH

#### ARCHIVES

- May 2012
- April 2012
- March 2012
- February 2012
- January 2012

#### CATEGORIES

#### SYNDICATE THIS BLOG

- RSS 2.0 Feed
- Atom 1.0 Feed
- Atom 2.0 Feed
- Atom 3.0 Feed
- Atom 4.0 Feed
- Atom 5.0 Feed
- Atom 6.0 Feed
- Atom 7.0 Feed
- Atom 8.0 Feed
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#### BLOG ADMINISTRATION

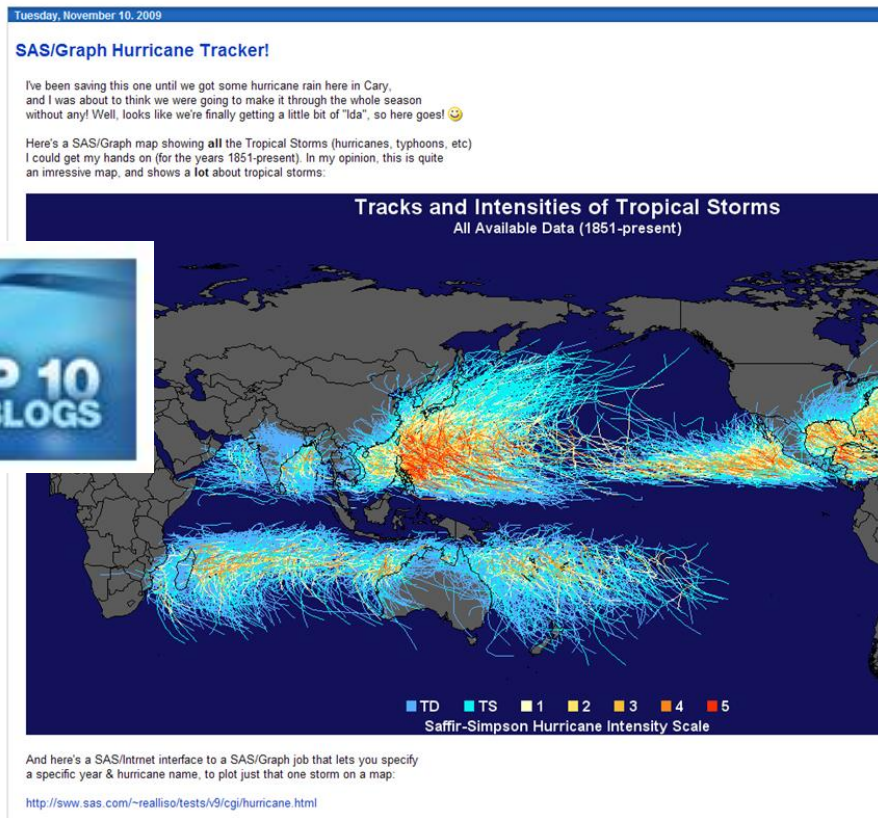
[Open login screen](#)

#### POWERED BY

wordpress

# Internal blogging expands interaction and knowledge

- Top 10 individual, executive and groups blogs celebrated each year
- Most popular internal blogger past three years: 67 posts and 49,614 visits





# Group blogs invite many perspectives

- Lower commitment allows employees to test the waters, share different perspectives on one topic or event

SWW Home | Blogs@SAS | UKVoices

## UKVoices

Wednesday, September 10, 2008

### SEUFI: It was a great UK victory.



**The ABC's of Diabetes**  
Achieving Balance and Control

Tuesday, May 1, 2012

### Step Into Spring with Positive Changes

This Spring, make one small change or set one small goal to achieve balance and control of your diabetes.



**Captain**

and supporters left the UK bound for Paris with a dream in mind. the UK for the very first time. After losing 2 previous finals and 150 mins in danger of becoming a large albatross around our necks. So both Burger King at Luton airport, who kindly laid on some orange planes to make sure we were fresh for Saturday

**About UKVoices**



This is the place for folk at SAS UK to share what they're doing, their ideas, opinions, or anything at all that touches their working lives.

**Want to contribute to UKVoices?**

If you would like to contribute to this blog, please contact Sheila Parry to arrange access.

**Links**

[Online conduct guidelines](#)

[Grapevine](#)

**Categories**

- [Aage Seljegaard](#)
- [Alastair Sim](#)
- [Barry Gammon](#)
- [Bart Patrick](#)
- [Chris Dillon](#)
- [Chris Starke](#)
- [Christine Jeffrey](#)
- [Geoffrey Taylor](#)
- [John Farrant](#)
- [Martin O'Neill](#)
- [Mary Pimm](#)

# Group blogs invite many perspectives

- Aggregates information, photos, videos in one place
- Comments keep the employee discussion open

The screenshot displays the SAS Global Forum 2012 Orlando Florida website. The header includes the SAS Global Forum logo, the event name "2012 Orlando Florida", the dates "April 22-25, 2012", and the location "Walt Disney World Swan and Dolphin Resort". The conference chair is listed as Andy Kuligowski.

The main content area features a blog post titled "The makeup of SAS Global Forum" dated Thursday, April 26, 2012. The post includes a question and answer about the makeup applied to the speakers. A photo shows a woman applying makeup to a man.

The right sidebar contains a calendar for August 2012, a quicksearch bar, and a list of archives and categories.

MON	TUE	WED	THU	FRI	SAT	SUN
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Quicksearch:

Archives:

- August 2012
- July 2012
- June 2012
- Recent...
- Older...

Categories:

- ☐ Aimee Rodriguez
- ☐ Alli Soule
- ☐ Bill McKeown

# Internal blogging

- Highlight ideas and opinions in employee blogs at top corp levels

The screenshot shows the SAS Wide Web dashboard. At the top, there's a navigation bar with 'Dashboard', 'Feeds', 'Calendar', 'Bulletin Board', and 'Inside News'. Below this, a 'Becky Graebe's Tools' section contains 'Links' and 'Service & Self-Service'. A 'Cafe Menu' section lists locations: Cary, Atrium (Bdg R), Overlook (Bdg T), and Skylight (Bdg F). A 'Calendar for Wed., November 14' shows events from 11:30 AM to 12:00 PM. The 'Featured Blogs' section is circled in red and lists several blog entries, including 'Stay Awake While Driving on the Internet Chip Kelly', 'My first year (almost) at SAS UK Christine Jeffrey', 'Exit Cognos. Enter SAS. Mikael Hagstrom', 'Word 2007 tips helpdesk tips', 'SAS Fireworks make for a real feel-good Friday Petra Shuttlewood', 'What to expect in the first quarter 2008 issue of sas.com sascom magazine', 'Google... Join evil Sri Sankaran', 'Listening for Leaders Rich Main', 'Excel 2007 tips helpdesk tips', and 'Good Luck Beating SAS Rich Main'. The 'News' section on the left features a story about 'Social media a trending topic for The Series - Las Vegas' and another about 'SAS ranked as a leader in credit risk management systems market for fourth year'. The 'Links' section on the right lists various resources like 'Web conferencing', 'Web site access reports', 'Web sites, division and department (worldwide)', 'WebConf Portal', 'WebEx Meeting Center', 'Wireless information and paging', 'WITS (Now TESSA)', 'Work Number, The (employment and salary verifications)', and 'Work-Life Department (Parenting, Childcare, Adoption, Eldercare, WorkLife Balance)'. A red circle highlights the 'Social media a trending topic for The Series - Las Vegas' article, which mentions 'The Premier Business Leadership Series (The Series) heads to Las Vegas, Nevada, in October.' Another red circle highlights the 'SAS Brazil ranks No. 12 on Best Companies to Work For list' article, which mentions 'Office ranks even higher - No. 3 - among IT/telecom companies. More than 774 organizations in Brazil applied for a spot on the list.'

**SAS** THE POWER TO KNOW.

Find People at SAS

Google The SWW

73.8°F Tampa Thu 8:55 am 69.4°F Atlanta Thu 8:55 am 71.1°F Cary Thu 8:55 am 70.6°F Raleigh Thu 8:55 am

**SWW | SAS Wide Web** Customize My Cities

**News** Today Yesterday Last 5 Days

**Social media a trending topic for The Series - Las Vegas**  
Curious about the ever-increasing impact social media is having on organizations? Learn more this fall when The Premier Business Leadership Series (The Series) heads to Las Vegas, Nevada, in October. [Read More...](#)

**Did You Miss?**  
SAS ranked as a leader in credit risk management systems market for fourth year Wed, 01 Sep 2010

**SAS Brazil ranks No. 12 on Best Companies to Work For list**  
Office ranks even higher - No. 3 - among IT/telecom companies. More than 774 organizations in Brazil applied for a spot on the list.

**The tipping point for analytics-based performance management**  
- SAS' Gary Cokins believes we may be experiencing multiple and concurrent sub-tipping points all at once.

**SAS Health and Life Sciences News: Predict, prevent, prevail**  
Find out what tops the list for driving change and meeting the needs of a fast-growing human population in the Third Quarter edition, now online.

**Links** Alphabetical Categorical Bookmarks

A B C D E F G H I J K L M N O P R S T U V W Y

Web conferencing  
Web site access reports  
Web sites, division and department (worldwide)  
WebConf Portal  
WebEx Meeting Center  
Wireless information and paging  
WITS (Now TESSA)  
Work Number, The (employment and salary verifications)  
Work-Life Department (Parenting, Childcare, Adoption, Eldercare, WorkLife Balance)

Is a link change needed?

**Getting the Word Out**  
Help keep SAS' expenses down

**Calendar for Wed., November 14**  
11:30 AM -Hearing Health Education Display  
12:00 PM -Organizing for Less Stressful Holiday Season  
12:00 PM -Solving Problems

**Featured Blogs**  
Stay Awake While Driving on the Internet Chip Kelly  
My first year (almost) at SAS UK Christine Jeffrey  
Exit Cognos. Enter SAS. Mikael Hagstrom  
Word 2007 tips helpdesk tips  
SAS Fireworks make for a real feel-good Friday Petra Shuttlewood  
What to expect in the first quarter 2008 issue of sas.com sascom magazine  
Google... Join evil Sri Sankaran  
Listening for Leaders Rich Main  
Excel 2007 tips helpdesk tips  
Good Luck Beating SAS Rich Main

SAS In The News | RSS | Last 30 Days | News Search:

# Added payoff: new external bloggers

- Many of the company's most influential external bloggers began as internal bloggers
- Establish tone
- Build confidence
- Demonstrate consistency

The screenshot displays the SAS Blogs homepage. At the top, the header includes the 'SAS Blogs' logo with the tagline 'Connecting you to people, products & ideas from SAS' and the SAS logo with 'THE POWER TO KNOW.' on the right. Below the header, the main content area features a 'Featured Post' section. The post is titled 'Analytics-powered companies finish best' by Beverly Brown, dated September 1, 2011. It includes a small image of two men and a brief text excerpt. To the right of the featured post is a search bar and a sidebar with an 'ANALYTICS' banner. Below the featured post is a 'RECENT POSTS' section listing three articles: 'Three ways to express your opinions about analytics' by Albin Bolen, 'Behind the scenes with SAS customer YouSee' by Anna Brown, and 'God innsikt i data gir EnterCard resultater og skaper verdi - se video' by Wenche Nielsen. On the right side, there is a 'Featured Bloggers' section listing four individuals: Chris Hemedinger, Mikael Hagstrom, Angela Hall, and Michael Newkirk, each with a small profile picture and their title. At the bottom right, there is a 'Subscribe to this blog' section with an email input field and a 'Subscribe' button.



# Other uses for blog technology

- Obituary/world crisis announcements
  - Share known facts quickly; provide updates as needed
  - Comments section allows the community to share memories, messages for co-workers
  - Obituary comments shared with family

**SAS employee Rayma Wade dies**  
Rayma Wade



**Tuesday, June 24, 2008**

**SAS employee Rayma Wade dies**

Please use the "Add a comment form" at the bottom of the page to share a special memory or express your sympathy.



Rayma Wade, 70, Receptionist, Wade, who joined SAS in 1994, Donna Poteat, Wade's manager and for 13 years she provided to be around. I will miss her immensely.

"She was the sunshine of Buildir we needed to get our day going.

**Wednesday, November 2, 2011**

**Update from Country Manager Taveesak Saengthong on effects of flooding in Thailand**

Worldwide news agencies continue to report on the devastating floods that are occurring in Thailand.

Due to the flood, the SAS office in Bangkok remains closed. All employees are reporting they are safe and are in regular communication with management.

SAS Thailand Country Manager Taveesak Saengthong reports that this is the worst flood in 50 years.

"The flood has been spreading in wider Bangkok into both residential and business areas, and could last for weeks or even months, there is also a shortage of drinking water in the city.

Almost all SAS employees (including Saengthong) had to abandon their homes and evacuate to a safe zone outside Bangkok, but they are safe. The SAS Thailand crisis team has been conducting status checks via conference call on a regular basis to ensure the safety of all employees.



# RSS feeds deliver customized updates


- Blog posts, comments
- Company news, article comments
- Media highlights
- Videos, podcasts
- Departmental news updates
- Wiki article updates



# RSS feeds deliver customized internal news

- Inside News tab allows employees to subscribe to more than 200 internal news feeds, wiki updates, videos, departmental newsletters

## Customize Inside News

 THE POWER TO KNOW.

[Launch Help](#)

[Save & Return Home](#)

### Step 1 — Select news sources

All of the news sources you select will appear on the Inside News tab of the SWW home page and will be updated as news is posted.

#### Corporate

<input checked="" type="checkbox"/>	Closing the intelligence gap	<a href="#">VIEW</a>
<input checked="" type="checkbox"/>	Finance	<a href="#">VIEW</a>
<input checked="" type="checkbox"/>	ISD Newsletter	<a href="#">VIEW</a>
<input checked="" type="checkbox"/>	Library & Information Services	<a href="#">VIEW</a>
	Show topics (5 of 5 selected)	
<input checked="" type="checkbox"/>	SAS Video Portal	<a href="#">VIEW</a>
	Show topics (8 of 8 selected)	
<input checked="" type="checkbox"/>	sascom voices: the sascom magazine blog	<a href="#">VIEW</a>
<input checked="" type="checkbox"/>	SWW News	<a href="#">VIEW</a>
<input checked="" type="checkbox"/>	TS News & Views Newsletter	<a href="#">VIEW</a>
<input type="checkbox"/>	Webcasts	<a href="#">VIEW</a>

#### Employee Benefits and Services

<input checked="" type="checkbox"/>	Calendars/Newsletters	<a href="#">VIEW</a>
	Show topics (5 of 5 selected)	
<input checked="" type="checkbox"/>	Employee & Family Well-Being	<a href="#">VIEW</a>
	Show topics (17 of 17 selected)	
<input checked="" type="checkbox"/>	Health Care, Fitness & Lifestyle	<a href="#">VIEW</a>

### Step 2 — Add e-mail delivery (optional)

In addition to seeing this news on the Inside News tab of the SWW home page, you can have it delivered to your Inbox.

Headlines for all of the news sources you select will be compiled in a single e-mail.

☐ No email

☒ Daily, each morning at 7 a.m. Eastern Time (U.S.)

☐ Weekly, Monday morning at 7 a.m. Eastern Time (U.S.)



# RSS feeds deliver customized updates

- Employees select news relevant to them

**Customize Inside News**  THE POWER TO KNOW

[Launch Help](#)

[Save & Return Home](#)

**Step 1 — Select news sources**

All of the news sources you select will appear on the Inside News tab of the SWW home page and will be updated as news is posted.

**Corporate**

- ☒ **Closing the intelligence gap** [VIEW](#)
- ☒ **Finance** [VIEW](#)
- ☒ **ISD Newsletter** [VIEW](#)
- ☒ **Library & Information Services** [VIEW](#)  
☐ Show topics (5 of 5 selected)
- ☒ **SAS Video Portal** [VIEW](#)  
☐ Show topics (8 of 8 selected)
- ☒ **sascom voices: the sascom magazine blog** [VIEW](#)
- ☒ **SWW News** [VIEW](#)
- ☒ **TS News & Views Newsletter** [VIEW](#)
- ☐ **Webcasts** [VIEW](#)

**Employee Benefits and Services**

- ☒ **Calendars/Newsletters** [VIEW](#)  
☐ Show topics (5 of 5 selected)
- ☒ **Employee & Family Well-Being** [VIEW](#)  
☐ Hide topics

**Step 2 — Add e-mail delivery (optional)**

In addition to seeing this news on the Inside News tab of the SWW home page, you can have it delivered to your inbox.

Headlines for all of the news sources you select will be compiled in a single e-mail.

- ☐ No email
- ☒ Daily, each morning at 7 a.m. Eastern Time (U.S.)
- ☐ Weekly, Monday morning at 7 a.m. Eastern Time (U.S.)

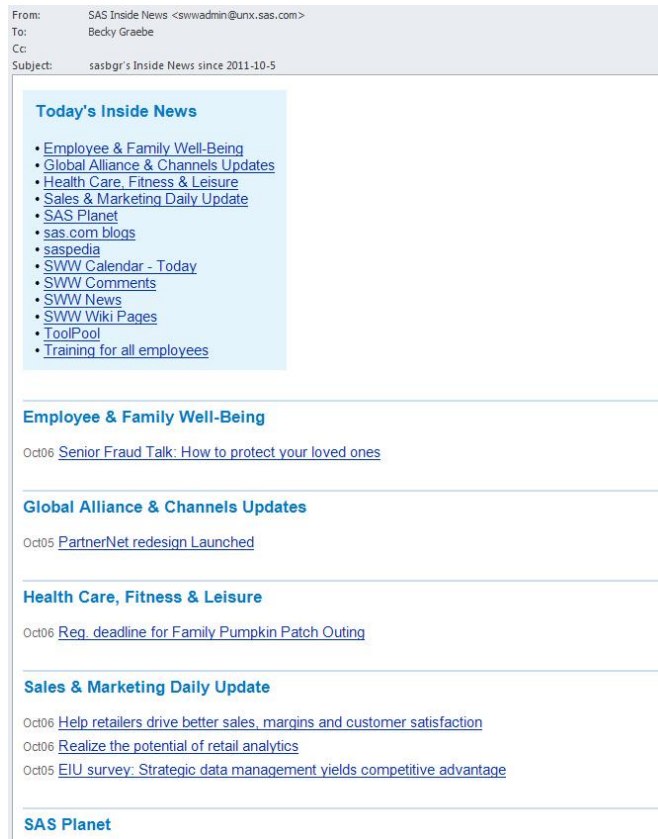


**Employee Benefits and Services**

- ☒ **Calendars/Newsletters** [VIEW](#)  
☐ Show topics (5 of 5 selected)
- ☐ **Employee & Family Well-Being** [VIEW](#)  
☐ Hide topics
  - ☐ Adoption [VIEW](#)
  - ☒ Benefits [VIEW](#)
  - ☒ Boomers/Maturing Workforce [VIEW](#)
  - ☐ Childcare [VIEW](#)
  - ☒ College [VIEW](#)
  - ☒ Communication & Relationships [VIEW](#)
  - ☐ Divorce & Separation [VIEW](#)
  - ☐ Eldercare & Caregiving [VIEW](#)
  - ☒ Financial & Legal Matters [VIEW](#)
  - ☐ Grief, Loss & Illness [VIEW](#)
  - ☒ On-site Services (Cary) [VIEW](#)
  - ☐ Parenting 0-12 [VIEW](#)
  - ☒ Parenting Tweens & Teens [VIEW](#)
  - ☐ Special Needs Parenting [VIEW](#)
  - ☐ Step-parenting & Blended Families [VIEW](#)
  - ☒ Wellness [VIEW](#)
  - ☒ Work-life Balance [VIEW](#)
- ☒ **Health Care, Fitness & Leisure** [VIEW](#)

# RSS feeds deliver customized internal news

- Employees choose the delivery method:
  - Home page only
  - Also in an automated daily/weekly email



# RSS feeds deliver customized external news

- Feeds tab helps employees organize industry or role-related RSS feeds, including those related to health and wellness

**Becky's Tools**

Dashboard Feeds Calendar Bulletin Board Inside News customize

**Intranet Connections Blog**

- 16 Aug Satisfying Your Gen X and Gen Y Intranet Users
- 09 Aug Emergency Preparedness on your Social Intranet
- 02 Aug HHNA's Colorful Intranet Design Engages Healthcare Employees
- 31 Jul Top 20 SharePoint Alternatives ? LinkedIn Poll
- 26 Jul Social Intranet Managers Share their Summertime Secrets
- 19 Jul Fathom's Sleek Intranet Design Makes Finding Information Easy

More >

**Teaching Online Journalism**

- 24 Aug New York Times seeks multimedia journalism interns
- 18 Aug A fresh look at reporting skills
- 15 Aug Getting started with WordPress
- 06 Jun Online video still growing, gaining viewers
- 03 Jun Is J-school relevant? (#wjchat)
- 01 Jun Top Teaching Online Journalism posts: Past 6 months

More >

**Internal**

- 03 Sep Microsoft ups intranet use by offering appealing content
- 01 Sep Offer sizzle, steak and aspiration in corporate speechwriting
- 31 Aug How to allay the fears your employees have about social media
- 13 Aug B.C. government turns static intranet into a community
- 11 Aug Employees prefer intranet homepage with no 'fold'
- 10 Jul 'Crab' contest spurs 100 percent employee message retention

More >

**Intranets**

- 03 Sep Why intranet search fails
- 03 Sep Microsoft ups intranet use by offering appealing content

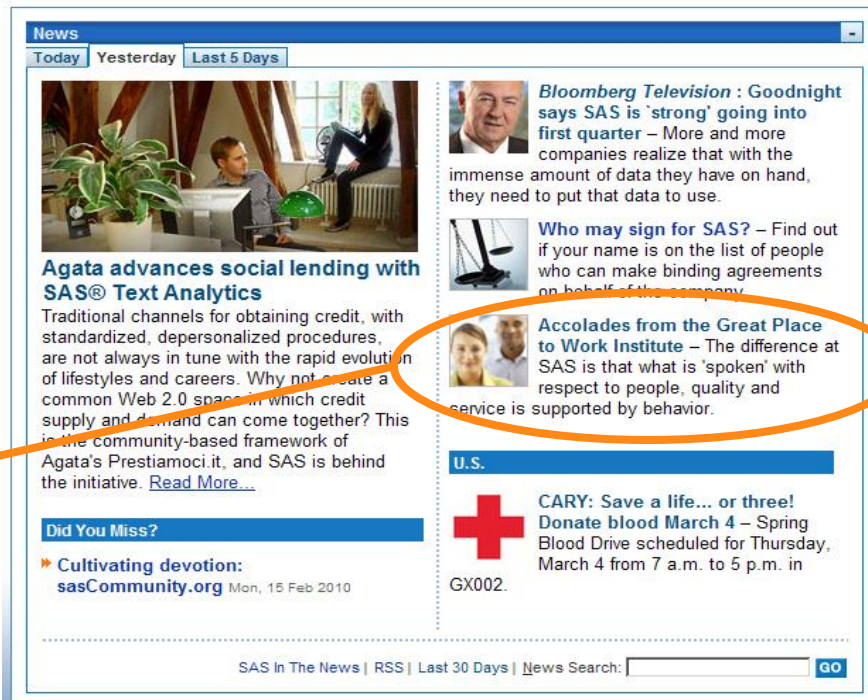


# Give them something to talk about

- Compelling daily news content
- Key media highlights
- Global contributors



**Accolades from the Great Place to Work Institute** – The difference at SAS is that what is 'spoken' with respect to people, quality and service is supported by behavior.



**News**  
Today Yesterday Last 5 Days


**Agata advances social lending with SAS® Text Analytics**  
Traditional channels for obtaining credit, with standardized, depersonalized procedures, are not always in tune with the rapid evolution of lifestyles and careers. Why not create a common Web 2.0 space in which credit supply and demand can come together? This is the community-based framework of Agata's Prestiamoci.it, and SAS is behind the initiative. [Read More...](#)

**Did You Miss?**  
» **Cultivating devotion:**  
[sasCommunity.org](#) Mon, 15 Feb 2010

**Bloomberg Television : Goodnight** says SAS is 'strong' going into first quarter – More and more companies realize that with the immense amount of data they have on hand, they need to put that data to use.

**Who may sign for SAS?** – Find out if your name is on the list of people who can make binding agreements on behalf of the company.

**Accolades from the Great Place to Work Institute** – The difference at SAS is that what is 'spoken' with respect to people, quality and service is supported by behavior.

**U.S.**  
 **CARY: Save a life... or three!**  
Donate blood March 4 – Spring Blood Drive scheduled for Thursday, March 4 from 7 a.m. to 5 p.m. in GX002.

SAS In The News | RSS | Last 30 Days | News Search:  [GO](#)

# Give them something to talk about

- Encourage tweets, Facebook and LinkedIn posts related to company efforts
- Use unique shortened links to measure effectiveness of employee social promotion

## Share the news on Facebook and Twitter

When talking about SAS in social networks, be sure to identify yourself as a SAS employee. Review the [Online Conduct Guidelines for SAS Employees](#) for additional details.

### Sample tweets:

#SAS again ranks No. 1 on FORTUNE Best Companies list in US <http://bit.ly/SASisBest>  
#FortuneBestCos



### SAS Software

Today marks the launch of our new SAS Social Media Portal at [www.sas.com/social](http://www.sas.com/social) - it's been a big year for social at SAS!



### SAS Social Media Portal

[www.sas.com](http://www.sas.com)

The SAS Social Media Portal brings the best online conversations, posts, videos and social media activity around SAS and our industry into one spot!

1,181 People Reached · 33 People Talking About This

Unlike · Comment · Share · December 16, 2011 at 9:57am ·

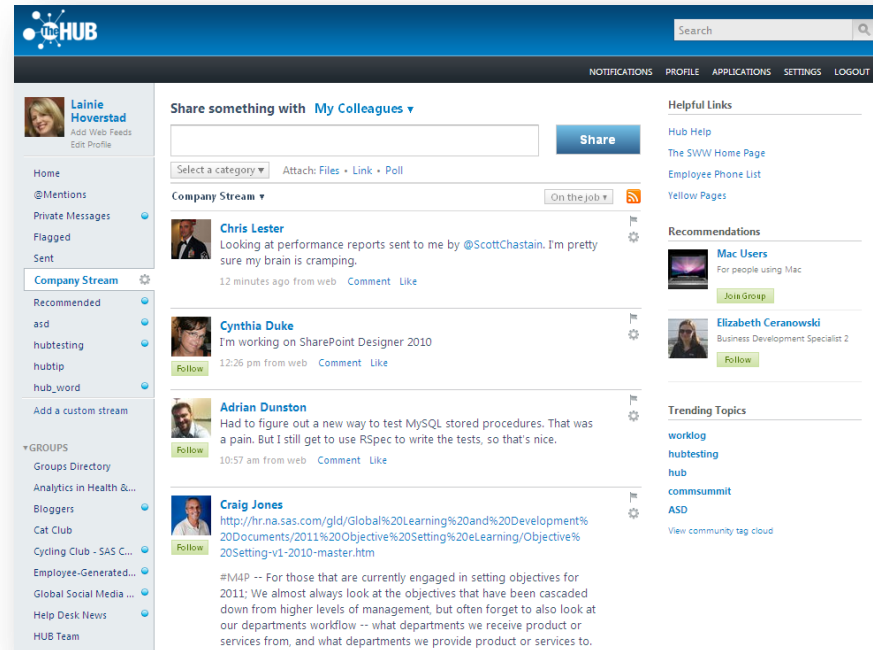
# Country mirror sites keep global employees connected

- Local news, events, links, language offer relevant info
- Global news delivered from HQ centralizes company direction

The screenshot displays the SAS Canada Intercom website. At the top, there's a header with the title "SAS Canada Intercom" and a weather bar showing temperatures for Tampa (92.1°F), Atlanta (93.7°F), Cary (97.9°F), and Raleigh (93.1°F). Below the header, the "Canada News" section features a "Today" tab and a "Recent" tab. A news item titled "NEW BLOG: Summertime – Rest, Vacations: NOT! – Regional updates, Dr. Goodnight comes to Canadian cottage country and why you should never take a vacation to a Brazilian Rodizio..." is highlighted. To the right, there's a "Links" section with tabs for "Canada", "Global", and "Bookmarks". The "Global" tab is selected, showing a list of links including "Canadian Employee Directory", "Carl's Corner", "CEC", "Continuity of Business", "GIDB", "HR-Bright Idea Suggestions", "International Dialing Codes", "Knowledge Base - Legacy", "Lead Referral BONUS", "MIDAS", "New Canadian Headquarters Infosite", "PBS Summary", "Renewal Retention Application", "SAS Acronyms", and "SAS External Website". Below the "Canada News" section, the "Global News" section is visible, featuring a "Today" tab and a "Last 5 Days" tab. A news item titled "Mooove over milk bottle fraud: SAS® puts old-fashioned reporting out to pasture" is highlighted. To the right of the "Global News" section, there's a "SAS Global Forum 2011" section with a "SWW poll" titled "What form of music do you listen to most these days?". The poll results show "Local radio (222 votes)" at 37% and "Subscription radio (66 votes)" at 11%.

# The Hub: internal social networking

- An enterprise collaboration platform uniting global employees, ideas, data and applications in real-time
  - One central online location behind the firewall
  - Mobile applications
  - Ad-hoc transient tool, not designed to be a permanent document repository



# The Hub: internal social networking

- Customized Socialcast/VMWare application
- Launched Feb. 14, 2011



**Jukka Vuori**

Collaboration and knowledge sharing is taking a giant leap with The HUB! :)

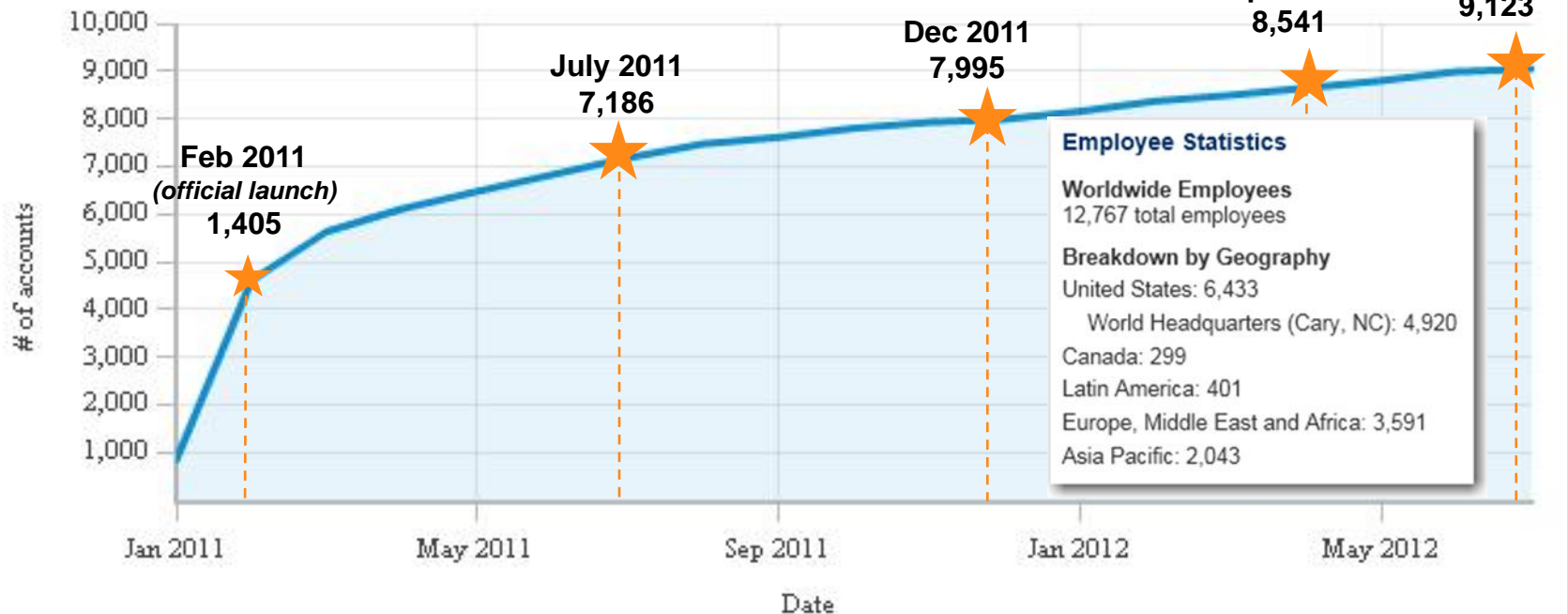
January 31 at 11:55 am from web [Comment](#) [Like](#)



# Employee Adoption

Total Employees/On Hub: **13,047/ 9,123**  
Adoption: **70%**

Total Active Accounts



# The Hub: internal social networking

- Emerging leaders and influencers from all areas of the company
- Peer-to-peer recognition



**Rick Wicklin** ▶ Bloggers

Most read SAS blogs, internal and external:

<http://www.sas.com/news/article...>

Kudos to everyone who blogs at SAS, and congratulations Blog Kings @RobertAllison and @ChrisHemedinger

Yesterday at 10:38 am from web [Comment](#) [Unlike](#) ☆ 2



**Kat Me**

Congratulations to the five winners of the Education Divisions Tom Carter Teaching Award: Christine Riddiough, Kenny Sucher, John McCall, Cat Truxillo and Eric Rossland.

6 minutes ago from web [Comment](#) [Like](#)

# The Hub: internal social networking

- Fun ways to recognize peers

**From:** The Hub Test Site Community <replies-disabled@sas.com>  
**Subject:** Becky Graebe sent you You Rock Thanks!  
**Date:** February 10, 2012 2:40:32 PM EST  
**To:** Lisa Linn Allen

[Hide](#)

-- reply above this line to post a comment --



**Becky Graebe** sent Thanks to **Lisa Linn Allen**

Shout out to Lisa Linn Allen for her creative web design work on the new SWW article template and the integration of comments and likes with the Hub. Nice work!



**Thanks to Lisa Linn Allen!**

**Lisa Linn Allen** has received **You Rock Thanks!**

Words can't describe your excellent contributions.

[Comment](#) Yesterday at 2:40 pm



**Becky Graebe** sent  
you **You Rock Thanks!**

[Go check it out!](#)

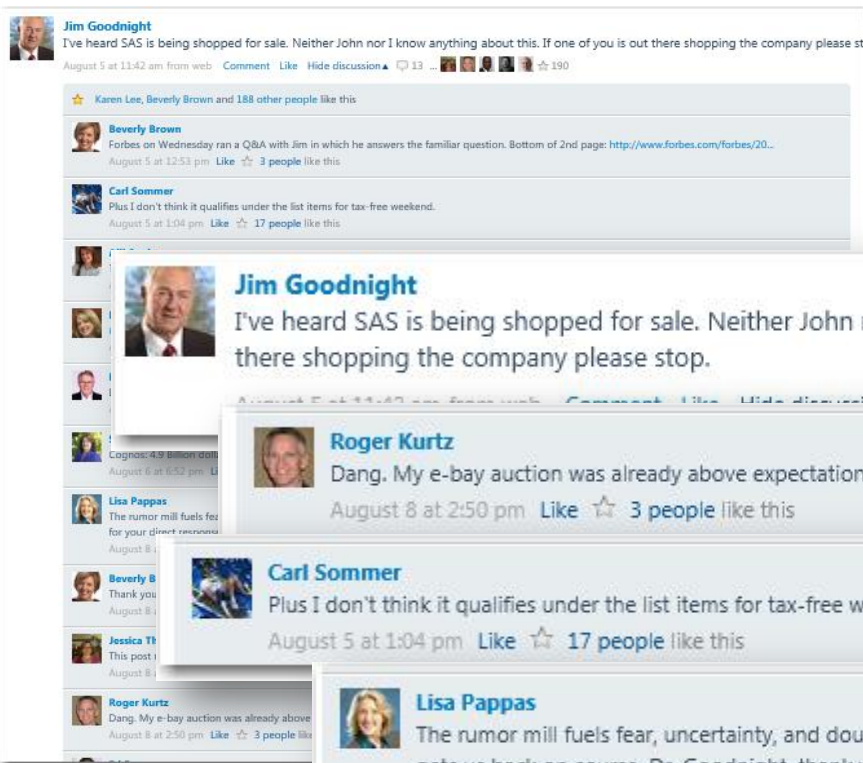
# The Hub: internal social networking

- Building community through more than 900 business and personal interest groups (public and private)

The screenshot displays two overlapping group pages from the SAS internal social networking hub. The background page is for 'RunClub (SAS Cary)', a meetup group for SAS Cary runners. It features a circular logo with a stylized runner and text describing the group's purpose. The foreground page is for 'Technology Practice', which includes a 'Business Analytics Framework' graphic and a description of ongoing information and feedback. Both pages show a 'Share with this group' section with a text input field and a 'Share' button. The 'Technology Practice' page also displays a post by Lisa Arney about the 35th Anniversary Updates, a 'Results' section about innovative tech leaders, and a post by Meg Pounds about Customer Experience Testing (CET). On the right side of the 'Technology Practice' page, there are sections for 'Group Admins (12)' and 'Group Members (2055)', each showing a grid of member profile pictures. Navigation links like 'Leave Group' and 'Post to the Technology Practice group by email' are also visible.

# Executive involvement speaks volumes

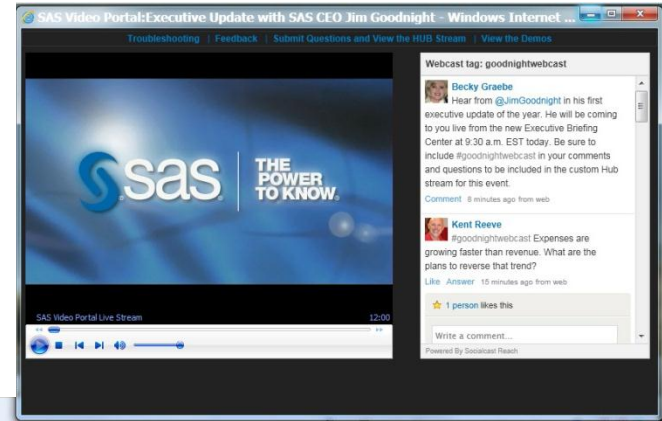
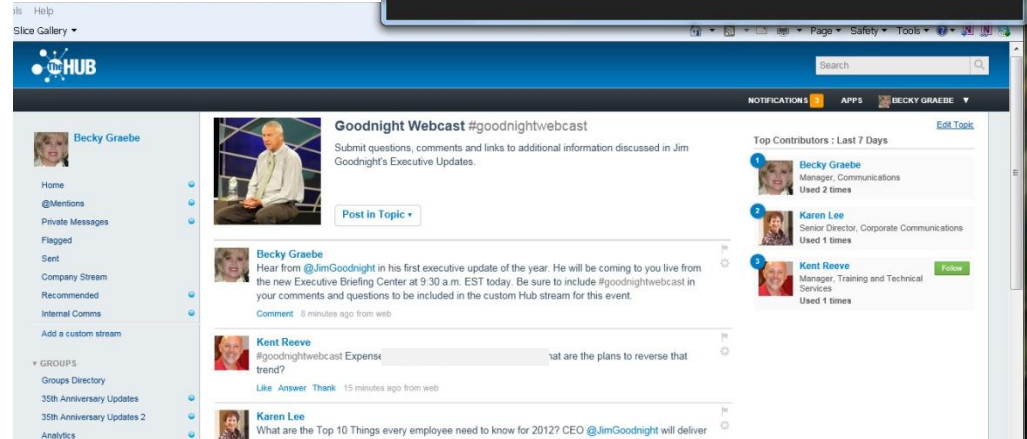
- Suggest the Hub over email
- Responding equally as important as posting





# Integration is key

- Integrating with corporate news, webcasts, events, online thought leader discussions



# Integration is key

- Honoring Innovation Day most popular topic in 2011



**Keith Collins** » Honoring Innovation, KaiZenDo, Innovation Corner

As a final celebration of SAS's 35th anniversary and in recognition of the release of 9.3 I would like to spend Tuesday, July 26th celebrating what made all of this possible: innovation! Continued success requires continued innovation, whether that's furthering innovation in existing products, creating entirely new products, or improving our processes. Leadership is about vision plus execution so to celebrate and promote innovation I am asking everyone in the Technology Divisions to spend the day to rejuvenate, get those juices flowing and step outside the scope of your daily work to explore innovative ideas you have been wanting to explore but haven't dedicated the time to.

However, in order for this to be a mutually beneficial day, the focus to be on one of the following activities:

1. Investigating an area that will differentiate a product
2. Examining ways to improve an existing process.
3. Spend the day creating a new product idea that comes from the customer



**Robert Allison**

#idea For Innovation day, I developed a prototype of a SAS/Graph dashboard which is usable by the blind. See my blog for details:

<http://www.sas.com/blogs/realli...>



Idea Rating: 95/100 (7 votes)

[Rate this idea](#)

July 27 at 9:25 am from web [Comment](#) ☆1



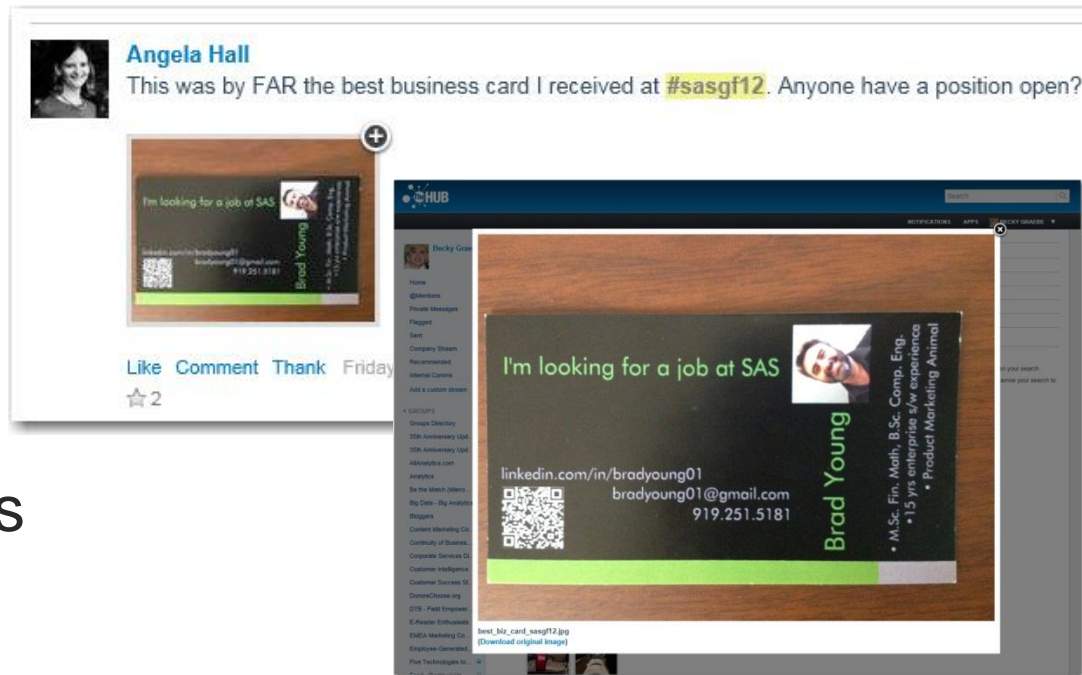
**David St...**

For Innovation Day, I built a call using a browser. See <http://www.sas.com/~sasdrs/Inno...> for details.

July 27 at 3:26 pm from web [Comment](#) [Like](#) [View discussion](#) ▼ 4 ☆5

# Integration is key

- Offer incentives such as behind-the-scenes photos only available on the Hub
- Include topic hashtags in company news articles to continue the conversation about topics



# Integration with internal news: articles

The screenshot shows the 'news@sas' website. The main article is titled "You don't have to go home ..." by Ali Soule. The article text discusses Chris Hemedinger's presentation at the SAS Global Forum, where he shared observations on his many years participating in the event. The article mentions his presentation, his reference to a comment by Annette Harris, and his humorous remarks about the closing session. The article also includes a photo of Chris Hemedinger and a link to view the full story. On the right side of the article, there are links for "This story", "E-mail to a co-worker", "Contact the editors", "Receive e-mail updates", and "Like". Below the article, there is a section titled "Feel like SAS® Global Forum passed you by?" which encourages users to catch up on live-streamed sessions or check out all the ways SAS covered the event. The bottom of the page features a "Comments from HUB (8)" section with a list of comments from Michelle Buchecker, Zhiyong Li, David Biesack, and Alison Bolen. An orange arrow points from the "Like" button on the article to the "Comments from HUB (8)" section.

news@sas

STORY HIGHLIGHTS

- Hemedinger closes with jokes, user commentary
- Compares participation in event to sausage making
- 2013 SAS Global Forum location: San Francisco

This story

- E-mail to a co-worker
- Contact the editors
- Receive e-mail updates
- Like

SAS Global Forum 2012 Closing photo gallery

Click here to view the full story

Feel like SAS® Global Forum passed you by?

Catch up on live-streamed sessions of SAS Global Forum or check out all the ways SAS covered the event.

- BWV article coverage
  - Goodnight to execs...There's more to an if-then than Angry Birds
  - Privates from SAS® Global Forum
  - Analytics and athletics all the same
  - Self puts history degree to work
  - High-Performance Analytics: a whole new world for SAS® Global Forum attendees
- SAS User Blog
- Internal SAS Global Forum blog
- Conversations on LinkedIn, Facebook and Twitter

Next year at SAS Global Forum

Following Chris Hemedinger's closing remarks, conference chair Andy Kilgowski took the stage to formally introduce next year's chair, Mitchell. Mitchell then announced the details of next year's event to be held in San Francisco, California, will host SAS Global Forum at the Moscone Center April 28 through May 1.

Recent stories

- The SAS Story: Tearing for Dummies
- SAS® Global Forum 2012: The Coders Corner and much more
- Faster than a speeding bullet, Analytic Superheroes descended upon SAS® Global Forum
- SAS® Global Forum 2012: Inside the Demo Hall

Comments from HUB (8)

Write a comment...

Attach file

Comment

Michelle Buchecker

Since it seems to be geeky joke of the day blog... What is this: oVo-oQo?

It's a Volts-wagon towing a mobile Ohm. (works a little better if you can subscipt the "wheels".)

Friday at 11:36 am Like ☆ 1 person likes this

Zhiyong Li

Thanks Dave. Sorry for the typo.

Thursday at 11:16 am Like

David Biesack

I'm sure Z meant "geek", not "gerk" ;-} <http://dictionary.reference.com...>

Thursday at 11:03 am Like ☆ 1 person likes this

Alison Bolen

High-performance Hemedinger has a nice ring to it.

Thursday at 10:52 am Like ☆ 1 person likes this

Zhiyong Li

Agree with David. Chris represented the "gerk" side of the SAS on the big stage with humor, humble, but a passion and a deep understanding of the technologies itself.

Not completely related with Chris, but I found this UNIX joke. Hope you get a laugh out of it.

\*There was a party where all math functions were having a good time. But, standing alone ...See

The screenshot shows the "Comments from HUB (8)" section of the website. It features a list of comments from users Michelle Buchecker, Zhiyong Li, David Biesack, and Alison Bolen. Each comment includes the user's profile picture, their name, the text of the comment, and the time it was posted. The comments are sorted by time, with the most recent at the top. The comments discuss the article's content, particularly the "geeky joke" and the "Volts-wagon" reference. The comments are displayed in a clean, readable format with a light blue background and a white border. An orange arrow points from the "Like" button on the article to the "Comments from HUB (8)" section.

Comments from HUB (8)

Write a comment...

Attach file

Comment

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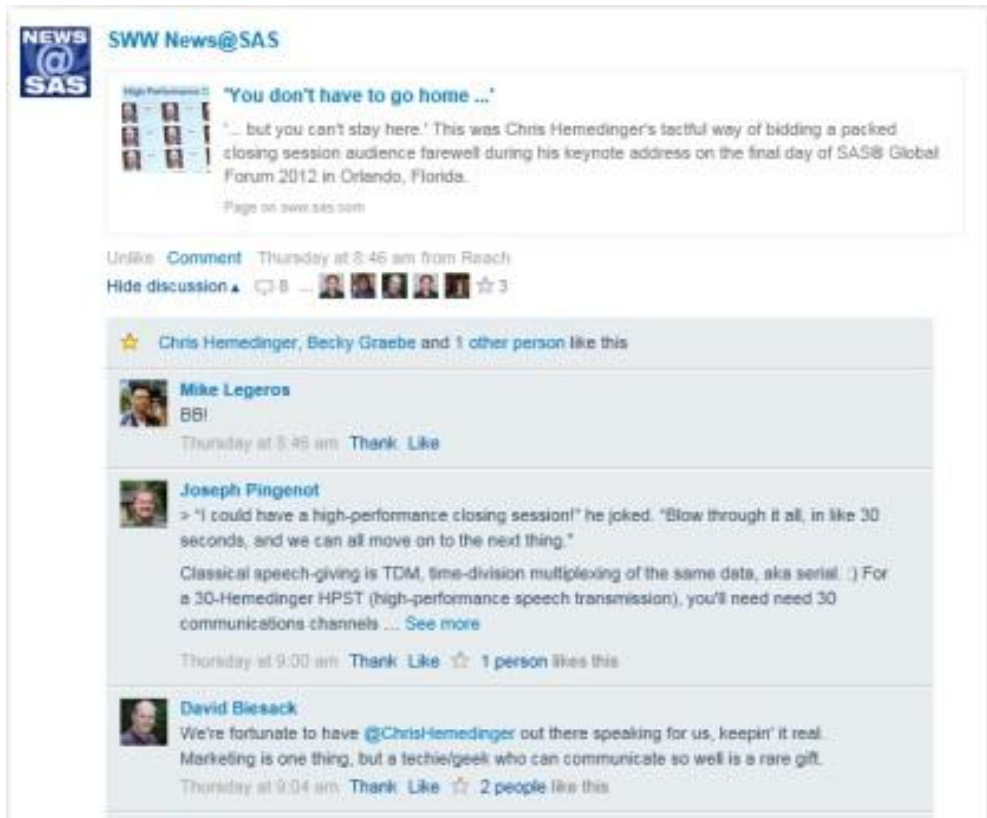
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\*There was a party where all math functions were having a good time. But, standing alone ...See



# Integration with internal news: on the Hub

- REACH feature integrates the two communication channels
  - Pulls article link, feature graphic and abstract text
  - News@sas icon





# Integration with Sharepoint

- With REACH, select topic streams can be imbedded on team sites

The screenshot displays a SharePoint team site for the Women's Initiatives Network (WIN). The page layout includes a top navigation bar with the 'WIN' logo and a user profile for 'Becky G'. The main content area is divided into several sections:

- Mission:** Foster a global community across SAS to:
  - Develop leadership capabilities among women workers.
  - Expand and strengthen internal and external professional networks and affiliations.
  - Showcase SAS thought leaders and expose participants to external visionaries.
  - Contribute to community efforts to attract young women to careers in science and technology.
- Community Events:** A section with a 'Start Time' filter and a message stating 'There are no items to show in this view of the "WIN\_Calendar" list.'
- Women's Initiatives Network Group Stream:** A section titled 'HUB: WIN: Women's Initiatives Network' featuring a profile picture of Michelle McDonald and a post about National Wear Red Day for Women. The post includes a link to 'Fight Heart Disease in Women - Go Red For Women' and a 'Share' button.
- Vision:** A section titled 'Vision' with a paragraph describing the community's goals.
- Links of Interest:** A section titled 'Links of Interest' with a 'URL' filter and a list of links including 'Recommended Reading', 'Join List', 'Unsubscribe', 'Women Unlimited', 'WIN Blog', 'Agile Career Development Panel Discussion\_Febru 10, 2011', and 'Join WIN on The Hub'.

# Retention policy shapes messaging

- 180-day shelf life; not designed to be a permanent information repository



**Kelly Wells** ▶ Tennis - SAS Cary

I have a court reserved today at 11:45, but my partner is unable to play 3.0.

September 30 at 9:50 am from web [Answer](#) [Like](#)



**Larissa Martin**

do you want to play today? ( Monday? ) at lunch?

October 3 at 9:08 am [Like](#)



**Kelly Wells**

Thanks again for letting me join you two on Friday! I have matches the rest of the week!

October 3 at 9:36 am [Like](#)



**Chris Hemedinger**

Coming out of the basement for #CSEdWeek: [http://blogs.sas.com/content/sa...](http://blogs.sas.com/content/sas/)



**Computer Science is not just for basement dwellers**

When I was a teenager in the 1980s I purchased my first computer: a TI-99/4A.

Article on The SAS Dummy

Monday at 8:17 am from web [Comment](#) [Like](#)

★ 1 person likes this



**Todd Folsom**

As a graduate student in the 1970's I typed in and revised two theses using a line editor on a mainframe, ran the formatting program, printed them to see what had to be fixed, then ran the final production jobs on heavy rag-bond paper. Top that, computer geeks!

Monday at 8:33 am [Like](#)



**Chris Hemedinger**

Hey, that sounds just like SAS/Publish! I wrote the SAS Companion for OS/2 using a similar technique. (Okay, no line editor, but the rest was the same...)

Monday at 8:49 am [Like](#)



**Bob Dixon**

When I was in college in the late '70s I used to write my 1st draft on a green screen graphics terminal, print them off on fanfold paper, and then re-type them with an actual typewriter. That was

# Biggest benefits: fast answers



**Susie Rainsberry** ► **Data Management Training**

So, can anyone tell me the difference between Data Management Standard Server and Data Management Enterprise Server? I've reviewed the SAS licensing policies which offer little insight to this query.

Thursday at 3:30 pm from web [Answer](#) [Like](#)

[Hide discussion](#) ▲ 2



**Leslie Elliott**

The Standard version of the server does not allow the execution of real-time services. You need Enterprise for that functionality. As far as I know that is the main difference but someone please correct me if I'm missing something.

Thursday at 4:16 pm [Like](#)



**Susie Rainsberry**

Thank you!

Thursday at 4:21 pm [Like](#)



**Susie Rainsberry**

#hub Just used Hub to pose a DataFlux question that I was unable to quickly track down an answer for. Thanks @LeslieElliott for her quick response! I now have a happy SE!

Thursday at 4:25 pm from web [Comment](#) [Unlike](#)

★ 1

# Biggest benefits: global collaboration

[← Back to Stream](#)



**Patrick Spedding** > Technology Practice

Does anyone have any experience with SAS BI in an SAP environment (SAP BW, ECC6, CRM, mySAP Portal)? For example, our level of BAPI support for querying SAP BW Infocubes?

We have the following requirement in an RFP: "Demonstrate connection to the Principal's SAP ECC6, CRM and BW test systems using adaptors and showing the development process for accessing SAP data"

Just wondering whether this is likely to be an issue for us with SAS BI 4.3?

Do we have any good SAP BW references?

April 15 at 2:52 am from web [Answer](#) [Like](#)



**Bill Davis**

Hi Patrick,

I'm not sure if Steve Sober is on the hub, but he would be a great person to reach out to if you don't get any other responses. He's been working with SAP sites for several years and has a ton of knowledge on the subject.

Bill

April 15 at 2:55 am [Like](#)



**Torsten Röhner**

Hi Patrick,

yes, we have a lot of experiences and I could provide an online demo for this case. For strategic information I could send you a paper from BARC, which is an independent German consulting company. Please contact me directly.

April 15 at 2:57 am [Like](#)



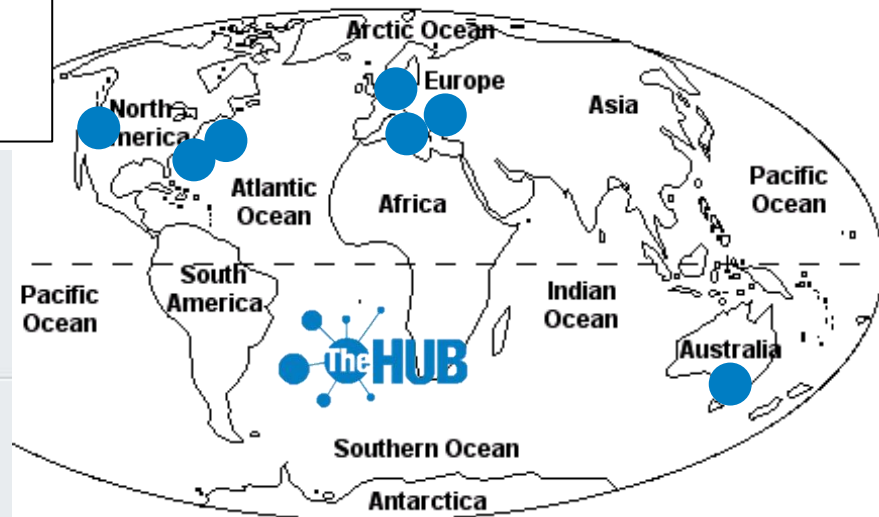
**Giorgio Dossena**

Hi Patrick,

we have experience that. Check this link for small details on that.

1 Question

4 Countries  
7 Departments



2 answers in 5 minutes  
6 answers in < 24 hours

# Biggest benefit: stronger sense of community



## Sri Sankaran ► Dog Owners/Lovers

Like any dog my 4-year old Redbone Coonhound loves a treat. We used to give her cow bone (thing not compressed raw hide) and she would chew on it to no end (if allowed). Things have changed and we are wondering what's going on.

Lately she will pick it up and want to be let out to the backyard. We didn't think much of it 'cos she would go out in the backyard and chew. However all she wants to do these days is bury the bone. But then she'll bury it, scamper around, come back to check on it and quite often dig it up again and find it in a new spot and then again and again. Kinda like the Travelers commercial (<http://www.youtube.com/watch?v=...>)

So don't let her out you say? Been there, done that. She will try to bury the bone behind the couch or under the bedsheets....or just cry and whimper.

What's going on here? What could be causing this change in behavior? There has been no change in the household (change in members/change in habits).

@DogOwnersLovers



Like Answer Thank April 9 at 3:58 pm from web

View discussion ▾ 7 ...



## Sue Kocher

Is she spayed, or spayed recently? Some of this sounds a little like a mix of normal bone burying with the fixation that females sometimes develop with 'a toy 'puppy' during a pseudopregnancy. Caused by hormones that make them think they've given birth. What happens if you give her 2-3 bones--will she carry them all around and bury them? My Kangal ... [See more](#)

April 10 at 10:14 am Thank Like



## Karen Hoffman

Sounds like my last dog when she'd do the false pregnancy thing. Only her obsession was a stuffed toy. First dog did it too- her baby was always the same red squeaky boot. She didn't want to take it outside, she'd gently place it in my mom's hand at the door, go do her business, then come right back in and get it. But both dogs did it long after they'd been spayed.

April 10 at 10:23 am Thank Like



## Sri Sankaran

@SueKocher She is spayed although not recently (when she was < 6 months). Haven't tried to give her more than one bone at a time. I could try that.

@KarenHoffman She has a stuffed toy too; a WebKinZ Llama that my daughter has outgrown. She isn't obsessive about it. She only goes for it when she is in a rambunctious mood (right after eating) wh... [See more](#)

April 10 at 10:36 am Thank Like



## Kathy Hart

My dog tried to hide her treats so I started taking them away from her if she did not eat them when I gave them to her. She learned quickly that the treat was to eat now...not later.

April 16 at 1:46 pm Thank Like



## Karen Hoffman

Genie will hide whole milk bones- she eats them if I break them up. I blame it on the fact that an eight pound poodle doesn't have a large cranial capacity :-)  
But she has a BIG heart :-)

April 18 at 2:29 pm Thank Like



## Sri Sankaran

[Update to the original post]  
...and just like that my dog has decided that chewing a bone is a whole lot more fun than just burying it!

Oh! Well.



# The viral effect

- Cross-divisional project team of 35; core team of eight
- Full team offered “sneak peek” one week prior to launch
- Executives active within first days of launch
- Special outreach to active bloggers
- Launch week promotions: global training opportunities, hands-on demos with executives and departments
- Ongoing tips and training



## SAS' new social media education program - Social Studies

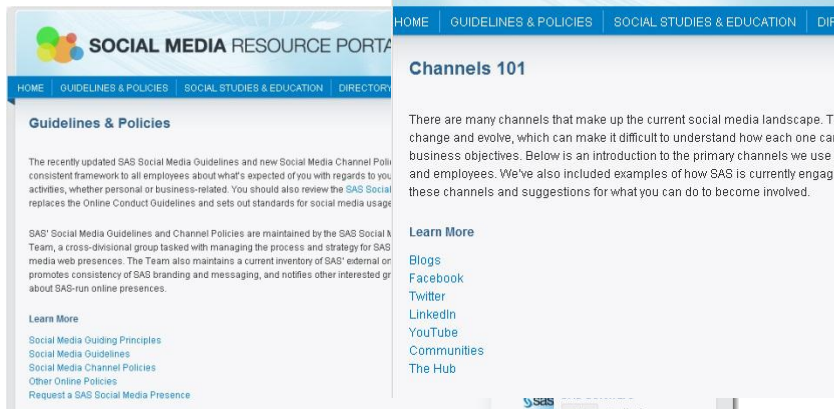
Communicating with our customers and users through social media is quickly becoming a part of many employees' jobs throughout SAS, and we can all benefit from learning more about this ever-growing topic. SAS is rolling out a comprehensive,

the needs of  
[Read](#)



# On-demand training and resources

- Social Media Resource Portal
- Classroom, hands-on and on-demand training



# Trust employees to build the community and have some fun



## It's crunch time

Fig Newtons have taken the lead, but it's not too late to change the outcome. Sample seven new break room snack options today in the Atrium Cafe (Building R) from 11:30 a.m. until 1:30 p.m., then vote online for your six favorites. Read more about employees ruling the snack kingdom at SAS in the [Great Snack Feedback](#). Preliminary results from 962 employees who voted Tuesday and Wednesday:

- 1 Fig Newtons
- 2 Fruit and Nut High Energy Mix
- 3 Cheese Nips Reduced Fat Crackers
- 4 Chocolate Teddy Grahams
- 5 Low-Fat Honey Graham Crackers
- 6 Ritz Reduced Fat Crackers

Voting ends today at 5 p.m. Eastern Time (U.S.).



## Time to start spring cleaning!

In honor of Earth Day this year, SAS is holding its first-ever Junk Swap. Think of a giant garage sale – with no money exchanged. Drop off day will be Thursday April 19, from 8 a.m. to 6 p.m. at the Picn Shelter. Swap day will be Friday, April 20. See the [SWW story](#) for more details and volunteer to help staff the event.

## WaterCooler NEWS



Fiona McNeill's mother wins \$250,000 on *Recipes to Riches*, the largest monetary prize in Canadian reality TV history, at the ripe age of 82.



# Trust employees to build the community and have some fun

**SAS** THE POWER TO KNOW.

Find People at SAS

72°F Sydney 59.9°F Cary 55.8°F High Wycombe  
Sat 2:28 am Fri 11:28 am Fri 3:28 pm

**SWW | SAS Wide Web**

Mar 13, 10:13 EDT - WEEKEND OUTAGE - restart your PC on Monday

**News**

Today Yesterday Last 5 Days

**SAS 9.2**

**Speaking of SAS® 9.2 ...**  
With the official announcement of SAS® 9.2 coming next week at SAS® Global Forum, news@sas asked Mark Torr, Director of the Global Technology Practice, to speak with us about the new release and what it means for SAS. [Read More...](#)

**Did You Miss?**  
**CBS Evening News:** How banks track your money – Mark Moorman, Director of Financial Services, appeared on the March 12 CBS Evening News and the March 13 Early Show to explain how SAS® Anti-Money Laundering is used to track credit and debit card transactions.

**WRAL Tech Talk: SAS to remain private as industry consolidates –** In this video segment, Senior Vice President and Chief Marketing Officer Jim Davis tells viewers “SAS is all about innovation.”

**Premier Business Leadership Series**  
London event nearing kick-off – Wembley Stadium is set to host international thought leaders and industry visionaries for upcoming “The Series” London event April 29-30.

**Your questions answered: Greening SAS**  
SAS – Corporate Services Project Manager Jerry Williams answers questions from SAS CEO Jim Goodnight’s February Executive Update about SAS’ current and future green initiatives.

**LaPointe: Laws lead to successful marketing measurement –** SAS® Global Forum presenter to share “10 Immutable Laws of Marketing Measurement.”

**Welcome home, SAS United Kingdom**  
– Beginning today, SAS UK employees will receive global company news and easy access to resources as they transition to a localized version of the SWW home page.

**Links**  
Alphabetical | Categorical | Bookmarks

A B C D E F G H I J K L M  
N O P Q R S T U V W X Y Z

P-synch (password manager)  
Page an employee  
Paper and wireless device numbers  
Paging  
Paper, copier and printer  
Parking on Cary Headquarters campus  
Partner Watch (News)  
Partners  
Payroll  
Payslips (From Jan 2002)  
Performance, competencies  
Personal action request (PAR) (for is a link change needed?)

**John Sall needs your input**  
Help fine-tune the design of the next version of JMP. In a recent blog post about a brief survey, Sall says, “With each experiment we will improve our techniques, and the result will not only be better SAS products, but better products for our customers.”

**SAS 9.2 quick training flicks**

**Custom Metadata Repositories: Comparison of SAS 9.1.3 to SAS 9.2**  
of sra Hatcher, Solutions Architect in the Diane Intelligence Practice, discusses custom metadata repositories in SAS 9.1.3 versus SAS 9.2 and its implications on migration. Includes overview of the behavior of custom repositories and how security authorization plays a role in

**SAS In The News | RSS | Last 30 Days | News Search:**

**Like Lin's Tools**  
Dashboard | Feeds | Calendar | Bulletin Board | Inside News | Bookmarks

**Links**  
Service & Self-Service  
Absence System, Get There, Oases  
DEFECTS  
Gobot (link shortener)  
Helpdesk, SOS, Outages

**Cafe Menu**  
Cary  
Atrium (Bdg R)  
Overlook (Bdg T)  
Skylight (Bdg F)



As the owner of a major league soccer team, you just signed one of the world's most famous players. The contract requires a contribution of \$2 million to the player's favorite charity. You have a fundraising idea: Once your new player's golden cleats have touched the field in the first home game, you will cut up the sod in the circle (10 yard radius) and sell it in patch per square inch to fans. Assuming all the patches sell, how much of the \$2 million raise? *Hint: Use pi to calculate the area of center circle.*

- About half: \$1,000,314
- Toss in a bake sale and it's almost er \$1,977,058
- Just over the goal line: \$2,000,276
- The full goal plus enough to replace t \$2,035,752




**Pi Day**

**Your pic with pi**  
Pi Day comes but once a year, but in its admirers' hearts, its impact is infinite.

# Trust employees to build the community and have some fun

- Love the Hub Day

 **Chris Hemedinger**  
Thanks Hub team! I'll wear it proudly. #lovethehub



Unlike Comment Thank Monday at 11:13 am from web  
Hide discussion 1 1

★ Becky Graebe likes this

 **Jan Squillace**  
Thanks HUB team! I love my shirt.  
Monday at 12:10 pm Thank Like ☆ 1 person likes this





**NEWS @ SAS** **SWW News@SAS**


**Love the Hub**  
One year later with 11,420 messages, 13,747 comments, 7,892 likes, 868 groups and 366,866 connections made, it's more than a hunch that the Hub is transforming the way we work and paving the way for a whole new generation of SAS employees. That calls for celebration.  
#lovethehub #hottopics #hub #sww #collaboration  
Page on sww.sas.com


Like Comment February 14 at 7:16 am from Reach  
Hide discussion 14 12


★ Michele Lewis, Fred Fenimore, Lainie Hovestad and 9 other people like this


 **Lisa Linn Allen**  
I love the Hub!  
February 14 at 7:16 am Thank Like


 **Kaihong Xu**  
I love the Hub! It's great for sharing information in real time!  
February 14 at 7:45 am Thank Like


 **Joe O'Brien**  
Woot! Hub integration rocks!  
February 14 at 9:40 am Thank Like


 **Alli Soule**  
I love the Hub because I learn about different groups and different people at SAS - worldwide - without an email, a phone call or having to do a search. All I do is log in. #lovethehub  
February 14 at 10:29 am Thank Like ☆ 1 person likes this


 **Jessica Thompson**  
I #lovethehub because it connects so many SAS employees who otherwise may not interact with each other. The Hub definitely enhances the already strong sense of community here. #hottopics  
February 14 at 11:22 am Thank Like ☆ 1 person likes this


 **Michele Lewis**  
I #lovethehub because it inspires new ideas! The Hub is a wealth of information that comes from our own SAS community. It's a great place to learn, explore and innovate. #hottopics  
February 14 at 11:39 am Thank Like

 **Jenni Eliot**  
I #lovethehub because the many groups show sides of my coworkers that I would otherwise be unlikely to see.  
February 14 at 12:22 pm Thank Like

 **Kelly Rohrer**  
The Hub allows me to find others who share a same interest passion.  
February 14 at 12:23 pm Thank Like

 **Heather Schmitz**  
On the HUB. Ready to connect  
February 14 at 12:29 pm Thank Like ☆ 1 person likes this

 **DeAngela Perry**  
I love being able to find others on the HUB that share the same interests, beyond work stuff. It's cool to see what others post regarding those common interests.  
February 14 at 12:31 pm Thank Like

 **Julia Carpenter**  
Love the Hub to share to date, so much related to the Project Management, Sales and Customer



# What's next?

- More mobile-ready pages
- More video reporting; better handling of video on home page
- Persona-based home pages based on role
- Individually-customized badge links on the home page



# How is it working?

- In a 2010 SAS employee survey:
  - 93 percent agreed or strongly agreed that they feel adequately informed about the company from direct internal sources.  
(91% in 2009, 66% in 2007)
  - 85 percent of respondents agreed or strongly agreed that they feel senior company executives communicate openly, including executive blogs and interactive webcasts.  
(66% in 2009, 55% in 2007)
  - 68 percent of respondents agreed or strongly agreed that they feel connected to SAS employees around the globe.  
(55% in 2009)

# How is it working?

- Selected FORTUNE magazine's No. 1 Best Place to Work in the US 2010 and 2011; No. 3 in 2012; and No. 2 World's Best Multinational Workplaces 2011
  - Two-thirds of the score is based on random employee survey with a heavy emphasis on communication
- SAS' 2010 Customer Satisfaction survey
  - Requests the feedback of 30,000 external customers
  - Indicates **customer satisfaction** and **loyalty** are at their highest levels since the study began in 2001



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